

# FINANCIAL TIMES

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Tough struggle to reform

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Assertion of Elysée power

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## Oklahoma bomb trial

Rightwing militias in the spotlight

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## FT WEEKEND

The model of a modern Moslem state

TOMORROW

World Business Newspaper <http://www.ft.com>

FRIDAY APRIL 25 1997

## Brussels to get wider powers on monopolies

A substantial reform of EU anti-monopoly rules is on the cards after Britain dropped its objections to giving the European Commission greater powers to vet cross-border mergers. The changes will speed regulatory procedures for companies involved in cross-border mergers. The Commission can block or place conditions on mergers that damage competition inside the single market but, at the moment, companies have to seek approval from competition authorities in the member states involved. Page 16

**Albanian bank chief out:** Albanian president Sali Berisha has removed the governor of the Bank of Albania, the highly respected Kristaq Luliku, who warned the government of the danger posed by the growth of fraudulent pyramid finance schemes. He has been replaced by Mr Qamili Tuaha, deputy director of the country's National Commercial Bank.

**Iraq 'hiding biological weapons':** Iraq has still not disclosed the full extent of its secret weapons programme and there would be "heavy risks in lifting sanctions while the present regime is in power", according to the latest UN inspection team to visit the country. Page 4

**Russian reformer made energy minister:** Boris Nemtsov (left) Russia's reformist first deputy prime minister, has also been made minister of fuel and energy. His appointment is a further sign of the growing power of young, market-oriented politicians brought into government by President Boris Yeltsin. Page 2

**EU challenge to Argentina:** The European Union has filed a formal complaint against Argentina at the World Trade Organisation, claiming that customs duties and labelling regulations affecting imports of footwear and textiles breach international fair trade rules. Page 5

**Japan to allow organ transplants:** The lower house of the Japanese parliament approved a bill to give legal recognition to the principle of brain death, lifting what was in effect a ban on organ transplants unique in the developed world. Page 6

**Doubts over Juppé's future:** A close aide to President Jacques Chirac suggested the French left should cease personalising its attacks on Alain Juppé, the prime minister, because the president might name "a new team" if the coalition retained power. Page 3

**Ukraine to set currency trading band:** Ukraine will today unveil a 10 per cent trading band for its currency, the hryvnia, after agreeing a compromise with the International Monetary Fund on a crucial three-year loan. Page 3

**Turkish government under threat:** Turkish financial markets fell heavily in the first day of trading after a week-long public holiday amid fears that the Islamist-led government was about to collapse under intense military pressure. Page 3

**Rush to sign Burma deals:** US companies signed more investment deals with Burma in February than in the whole of the past eight years - \$300m worth - as they dashed to conclude talks before President Bill Clinton banned new US investment there. Page 16

**N Korea sets talks conditions:** North Korea indicated it would only join peace talks with South Korea after several conditions were fulfilled including food aid, US diplomatic recognition and an easing of trade sanctions. Seoul rejected the proposals. Page 18

**Across the great divide:** The first ship to sail directly from Taiwan to communist China in nearly half a century is due to arrive in the port of Xiamen on the south-eastern coast of China today. Page 5

**International Business Machines led a rally in US high tech stocks yesterday, following its higher than expected first quarter earnings report. Page 17**

**ICI's status as one of Europe's leading chemical companies took a further knock as it unveiled a sharp fall in profits. Page 17**

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STOCK MARKET INDICES	
New York: Dow Jones Ind. Av.	8,003.9 (+8.83)
NASDAQ Composite	1,232.06 (+4.82)
Europe and Far East	
CAC40	2,530.83 (+6.19)
FTSE 100	2,397.26 (+1.41)
Nikkei	18,098.07 (+37.40)
US LUNCHTIME RATES	
Federal Funds	5.5%
3-mth Treasury Bill	5.31%
Long Bond	5.9%
Yield	11.17%
OTHER RATES	
UK 3-mth Interbank	6.5% (63.94)
UK 10 yr Govt	6.7% (67.5)
France 10 yr Govt	6.7% (67.5)
Germany 10 yr Govt	6.7% (67.5)
Japan 10 yr Govt	6.7% (67.5)
NORTH SEA OIL (Argus)	
Brent Blend	\$17.80 (17.42)
Brent Dated	\$17.80 (17.42)

GOLD	
New York: COMEX	\$340.9 (\$41.5)
London: Gold	\$340.9 (\$41.5)
DOLLAR	
New York: Interbank	\$1.6251
DM	1.7147
FF	5.707
Sfr	1.4915
Y	128.095
STERLING	
London: £/\$	1.6253 (1.6233)
DM	1.7147 (1.7124)
FF	5.707 (5.706)
Sfr	1.4915 (1.4913)
Y	128.115 (128.115)
Tokyo: £/\$	1.6253 (1.6233)
DM	1.7147 (1.7124)
FF	5.707 (5.706)
Sfr	1.4915 (1.4913)
Y	128.115 (128.115)

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## Nomura head pledges action as profits fall

By Gillian Tett in Tokyo

The new president of Nomura, Japan's largest securities company, yesterday promised firm measures to ensure there would be no repeat of the bribery scandal which has seen many investors sever ties with the group and forced a number of directors to quit.

Mr Junichi Ujia was speaking as the company reported a sharp fall in last-quarter trading profits on its Japanese securities business - the first indication of the business impact of the scandal.

Nomura admitted last month that two directors had bribed corporate gangsters - *sohkaikyō* - not to disrupt meetings.

Nomura also announced a ¥243bn (\$1.9bn) net loss for last year, compared with a ¥49bn profit, after a ¥37bn provision to cover exposure to bad loans at its ailing Japanese affiliate, Nomura Finance.

Mr Ujia said the group needed "a really transparent organisation" with a flatter management structure.

He predicted this would soon win back investors who have deserted Nomura. "I have just been informed that some investors are considering reopening business with us," he said, although no big investment groups have yet announced their return.

The new president plans to scrap the group's senior executive committee and create a more open culture with clearer management responsibilities which will avoid the secrecy that led to the scandal.

Mr Paul Heaton of Deutsche Morgan Grenfell calculated that Nomura's pre-tax profits fell 35 per cent between the third and fourth quarters of 1996, with commissions running at ¥60bn in the last quarter compared with an average of ¥74bn in the first three.

"We estimate that Nomura lost some 26 per cent of the commission it would have ordinarily made in that quarter on equities, and underwriting income halved," he said.

However, this came against a steady rise in operating profits in Japan earlier in the year. Strong trading conditions in global bond markets helped

push pre-tax profits for the group up 22 per cent for the year to ¥165.5bn.

The group reported strong performances from the US and improvements in Europe, although it declined to provide precise details. Losses per share were ¥123.65, compared with earnings of ¥24.96 in the previous year.

Lex, Page 16  
Nomura's new broom, Page 20

Company says extension is needed to aid refinancing

By Rose Tietman and Charlie Gresser

Eurotunnel yesterday demanded that the British and French governments extend its 65-year exclusive concession to operate tunnels beneath the Channel to 999 years.

Mr Patrick Ponsolle, co-chairman, said the prospect of a much longer revenue stream was needed to secure investors' backing for the company's proposed £8.54bn (\$13.8bn) financial restructuring.

The company's original 55-year concession, which was granted in 1986, has already received a 10-year extension from the British and French governments.

A 999-year concession would match that which was subsequently awarded to London and Continental Railways, which is building the high-speed link between the tunnel and London.

"I think an extension significantly above 10 years will be necessary to win shareholder support for our restructuring plan," Mr Ponsolle said.

Shareholder activists representing many of Eurotunnel's 700,000 investors have threatened to campaign against the deal.

Signs of shareholder unrest appear to have prompted the company to take a tougher line in the on-going talks with the British and French authorities

over the extension of its concession. The new demand was spelled out yesterday, alongside details of its revised restructuring plan and preliminary results for 1996.

The main elements of the plan are identical to those unveiled last October.

But a special formula has been devised to compensate for the sharp rise in sterling since then. The precise amount of debt converted into equity will now depend upon exchange rates when the deal is completed.

In essence, some £4bn of the company's £8.54bn of debt will be converted into shares. Debt-holders could end up with between 45.5 per cent and 60.6 per cent of the enlarged equity, Mr Ponsolle said.

A prospectus out next month is expected to show that if the deal goes ahead the first dividend - which had been deferred until the second decade of the next century - could be available up to 10 years earlier.

Analysts were sceptical about the benefit of extending the concession, suggesting it might provide comfort for the banks, but would offer scant benefit to shareholders.

Mr Richard Hannah of brokers UBS suggested that even if the deal were approved Eurotunnel might have to come back to shareholders for more cash to avoid insolvency.

freight shuttle service is expected to resume in June.

Revenues from Eurostar, the train service between London and Paris and Brussels, are also expected to rise.

Lex, Page 16  
Results, Page 22

Directors of Eurotunnel yesterday forecast the group would break even, at the operating level, during 1997. The south tunnel, closed since a train fire last November, is to re-open on May 15. A full

spring meetings would take place in a generally positive atmosphere of robust world growth with low inflation.

The main subjects for discussion are scheduled to be the two institutions' debt relief plan and a general review of IMF quotas, which form the basis of entitlements to draw on the fund's facilities.

Mr Camdessus hoped to gain approval for an extension of the remit of the IMF's surveillance of its member countries' economies. This would enable it to promote capital account liberalisation. Only the power to promote current account liberalisation is included in its current articles of agreement.

Mr Camdessus refused to comment on speculation linking him to the job of head of the planned European Central Bank at the start of the final stage of European economic and monetary union in 1999.

Benefits 'exaggerated', Page 4

while infant mortality had declined by an average of 2 per cent a year.

"Some say our programmes of support have been at the expense of the world's poor," Mr Camdessus said, "but that is not true."

He was responding to criticism by international aid agencies that the tough fiscal and monetary policies developing countries are required to pursue to qualify for IMF loans usually increase poverty.

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## IMF rejects accusations that it increases poverty

By Gerard Baker in Washington

Mr Michel Camdessus, the managing director of the International Monetary Fund, yesterday defended the multilateral lending institution from charges that its approach had forced developing countries to pursue policies that impoverished their populations.

Speaking before the IMF/World Bank spring meetings early next week, Mr Camdessus said the IMF's assistance to the world's poorest countries had been associated with rapid improvements in social conditions.

He disclosed that in 27 countries receiving enhanced structural adjustment facility loans - used to support reform programmes - average spending on education had risen 38 per cent in real terms since the start of the IMF assistance, and health spending by 50 per cent. Literacy rates had fallen on average 3 per cent a year,

while infant mortality had declined by an average of 2 per cent a year.

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Eurotunnel co-chairman Patrick Ponsolle

Picture: Anthony Newman

## Canadian PM is set to call June election

By Bernard Simon in Toronto

Mr Jean Chrétien, Canada's prime minister, is set to call a general election for June 2, setting the stage for a more volatile period in the country's politics.

His Liberal party is favoured to win a second five-year mandate. But nervousness has risen in the party in recent months, with concern over its prospects in the key provinces of Ontario and Quebec and, to a lesser extent, in Atlantic Canada - the four Atlantic coastal provinces.

The stakes are especially high in Quebec. Another strong showing by the separatist Bloc Québécois, currently the official opposition, could re-ignite a drive for independence in the French-speaking province. The party won 54 of 75 Quebec seats in the last election in 1993, with the number now standing at 50. The Liberals control 174 of 295 seats in the current House of Commons. Mr Chrétien is expected to ask the governor-general within the next few days to dissolve parliament after meeting party colleagues on Sunday.

Liberals' nervousness has been heightened by a fall in the Canadian dollar, raising the possibility that the Bank of Canada may raise interest rates during the campaign. A currency trader at Bank of Nova Scotia said the dollar, presently at 71.50 US cents, could swing by as much as 2.5

cents over the next month. According to pollsters Angus Reid/Southern News the Liberals are backed by 41 per cent of decided voters, far ahead of other parties. However, the figure is the lowest since 1993 and many voters' commitment appears soft.

The Progressive Conservatives - or Tories - who ruled for nine years to 1993, but were left with only two MPs after the last election, hope to pick up several dozen seats in Ontario and Atlantic Canada. According to the Angus Reid poll, 18 per cent of voters favour the Tories, with 27 per cent naming them as second choice. The Tories' main weapon is their youthful leader, Mr Jean Charest. However, their success depends heavily on a poor

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Results, Page 22

Continued on Page 16

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## NEWS: EUROPE

# EU approves big shipyard subsidies

By Emma Tucker in Brussels

European Union industry ministers yesterday endorsed three big state aid packages to shipbuilders in Germany, Spain and Greece but insisted this was not a signal to other troubled enterprises to demand new subsidies.

This is a mopping up of outstanding problems associated with the restructuring process," said Mr Hans Wijers, the Dutch economics minister, who chaired the Luxembourg meeting.

The aid was approved only after a long debate about the future of European shipbuilding that split the council into two camps, with the Nordic countries and Britain calling for an end to subsidies, which they believe have damaged their own efficient shipyards.

But a southern bloc of countries, led by France, argued that supporting shipbuilders in the Union was not just about protecting jobs, but also about protecting a strategic industry.

To this end, France threat-

ened to vote against the three aid packages unless the council agreed to extend by one year the existing legislative framework regulating shipbuilding in the EU. This allows a certain amount of aid to be paid automatically to yards - as much as 9 per cent of the value of a contract.

The legislation - known as the seventh framework directive - was due to expire at the end of the year and France did not want to see it replaced by a stricter regime.

Normally an OECD agreement on phasing out shipbuilding subsidies would have been taken over, but the US has not ratified the agreement and is unlikely to do so soon.

In its absence Mr Karel Van Miert, the competition commissioner, favoured new, tighter rules that would apply much stricter criteria to aid used to rescue and restructure yards. He would like to apply the "one time last time" principle, similar to the rules applied to the airline industry.

He will anyway draw up proposals by the summer, in spite of yesterday's agreement to extend the existing regulations until the end of 1998.

Yesterday he again berated the US - which has been highly critical of the use of state subsidies in Europe's shipbuilding industry - for failing to ratify the OECD agreement.

"If the Americans ratify the OECD agreement we will abide by that," he said.

The aid packages agreed by a qualified majority yesterday concerned yards in Germany, Greece and Spain whose requests for aid exceeded the terms of the seventh directive.

In the German case, aid of DM1bn (\$590m) will replace funds illegally diverted from two east German shipyards by Bremer Vulkan, the parent company.

In the Greek and Spanish cases the aid would cover interest payments paid by the shipyards on loans they were forced to take out when previously planned aid was not granted.

## Emu rears head in Italian local polls

Robert Graham reports on an important test for Romano Prodi's government

The risk of Italy being excluded from the first group of entrants to the European single currency has injected a new element into the country's key local elections on Sunday.

The rightwing opposition has seized on the issue in the final stages of the campaign as a means of discrediting the centre-left government. Mr Romano Prodi's administration has staked its prestige on Italy being in the first wave of countries joining monetary union. It even introduced a special Euro-tax in this year's budget to help reduce the deficit in order to meet the qualification criteria.

Sunday's poll, involving almost a fifth of the electorate, will thus provide a crucial indicator of the government's popularity after 11 months in office. The Olive Tree coalition government is braced for some loss of support as evidenced by opinion polls.

A total of 9.4m voters are involved, electing mayors and councillors in 1,115 city and town councils. Of the latter, 104 contain more than 15,000 inhabitants and the majority are in the north or centre of the country, the most important being Milan and Turin. The administrations of six regions - Gorizia, Lucca, Mantua, Pavia, Ravenna and Viterbo - will also be renewed.

Traditionally, voters in local elections have followed very closely the trend in national politics. But this could change this time because they are the first test of a new system introduced four years ago under which mayors are directly elected. Proportional representation has also been dropped in favour of a first-past-the-post system, with a second round of voting in the absence of a clear majority.

At the same time, the winning party or group of parties automatically acquires a clear working major-

ity of council seats. The aim is to eliminate chronically unstable political alliances that have undermined, in particular, the administration of the larger cities, and to make mayors more accountable.

Four years ago, the centre-left swept the bulk of the important city halls, while in the north the populist Northern League scored some important successes. Next Sunday, the parties will be keenly watching whether purely local records of good and bad government will determine voter allegiance. This is especially so in the case of the League, led by Mr Umberto Bossi, who has been championing northern separatism. The League has not distinguished itself in local government, even in its flag-ship city of Milan. If League voters desert, they are likely to go to the rightwing camp, led by the former premier Mr Silvio Berlusconi.

However, the elections have exposed the organisational weakness

at local level of Mr Berlusconi's Forza Italia. He himself has also encountered difficulty in persuading candidates to stand for the time-consuming job of mayor in many cities. The reluctance to step into the fray underlines Forza Italia's lack of political identity and the absence of an effective infrastructure.

Those with most at stake are in the Party of the Democratic Left (PDS), which is the dominant partner in government. The PDS needs to hold on to its vote and avoid desertions to the left, joining the hardliners in Reconstructed Communism (RC).

If the RC shows a strong performance this will strengthen its hand in bargaining with the government and enormously complicate moves to put Italy's public accounts in order. Equally, if votes slip away from the centre-left to the opposition, it will be a signal Italians fear being left behind by the European train.

## Iceland cashes in on its Viking gene bank

By Clive Cookson, Science Editor, in London

"For a thousand years our nation has suffered because of its isolation," says Dr Karl Stefansson, one of Iceland's leading medical specialists. "Now, at last, modern science will enable us to take advantage of our isolation."

Dr Stefansson is the leader of a group of Icelandic doctors and scientists who have raised \$12m from international venture capitalists to found DeCode Genetics, the country's first biotechnology company.

DeCode will make use of the Iceland's extraordinarily homogeneous population - a direct result of its geographical isolation - to find the genes that contribute to complex diseases, including schizophrenia, cancer, diabetes and multiple sclerosis.

This genetic research will be used to develop treatments, in collaboration with international pharmaceutical groups.

Because immigration has been negligible, almost all of the 270,000 Icelanders are descended from a small number of Vikings who originally settled on the island in the 9th century.

The fact that today's population is descended from the founders' circumscribed genetic pool is a huge advantage in the scientific search for disease-causing genes.

Iceland's other advantages for genetic research include extensive genealogical records going back several centuries, a large bank of patients' tissue samples and a centralised national health service dating back to 1915.

"Genomics" companies, which use genes to discover drugs, are very fashionable with investors at the moment. But they usually start with the scientific tools for gene hunting and then look for a relevant population in which to apply the tools.

DeCode has turned the process on its head - first securing monopoly access to a particularly good population, and then setting up the computers and gene sequencing laboratories required to extract genetic information. Dr Stefansson says the company, of which he is chief executive, has strong support from the Icelandic government, health service and people.

Although it is financed by European and American venture capital funds, Icelanders own a majority of the shares.

"The world's marginal populations, including Iceland's, are extremely upset at the prospect of foreigners coming in and exploiting their genetic resources," he says.

Fifty-two of DeCode's initial 55 employees are Icelanders. Many, including Dr Stefansson, have returned from senior medical and scientific jobs in the US and Europe to join the company.

The founders hope that DeCode will be the nucleus of an Icelandic biotechnology industry. "The country still derives a very high proportion of gross national product from fishing and it is desperate to diversify," Dr Stefansson says.

### CORRECTION

#### Swedish deficit

The European Commission's forecast for the Swedish budget deficit in 1997 is 2.6 per cent of gross domestic product, not 3.5 per cent as stated in yesterday's table.

### EUROPEAN NEWS DIGEST

## Power gain for Nemtsov

Mr Boris Nemtsov, Russia's reformist first deputy prime minister, has also been named minister of fuel and energy. His appointment is a further sign of the growing power of the young, market-oriented politicians brought into the government last month by President Boris Yeltsin. It also suggests that the position of Mr Victor Chernomyrdin, the prime minister, is continuing to weaken.

Many observers believe he is engaged in a power struggle with the cabinet reformers. Handling Mr Nemtsov the fuel and energy portfolio is a particular blow for Mr Chernomyrdin, who because he once ran Gazprom, Russia's natural gas monopoly, is seen as the patron of the oil and gas lobby, and has been closely allied with its minister.

Mr Yeltsin underscored the apparent shift in power with a call on radio yesterday for more young people to be brought into government: "I am convinced we should more boldly promote more young people to responsible positions of leadership." Later addressing himself a direct reference to Mr Chernomyrdin, he added: "It is simply that we are afraid of promoting young people. Yes, we are afraid, Victor Stepanovich. Don't worry, they will not aim to unseat you. They are too busy to engage in intrigues, to whisper in ears, to spend their time in bureaucratic infighting."

Christina Freeland, Moscow

## Clabecq workers reject offer

Workers at bankrupt Belgian steelmaker Forges de Clabecq yesterday rejected an early retirement package, throwing into doubt a possible takeover. The Walloon Region, Clabecq's majority shareholder, put forward the package on Monday following talks with unions. Clabecq's court-appointed receivers and federal ministers. It is part of a wider plan to alleviate the consequences of bankruptcy for the workers and make the company attractive for a takeover.

Union leader Mr Roberto D'Orazin said the offer was "peppered with traps". He called for a "decisive" public demonstration on May 3. Police and steelworkers have clashed several times since the company was declared bankrupt in January.

Reuter, Brussels

## Swiss move on mobile phones

Switzerland is to open up the country's mobile telephone network to two new service providers, in addition to Swiss Telecom. Bakom, the federal communications office, said yesterday the two licences could be awarded when a new law governing the country's telecommunications market takes effect next year. It will decide later on the date for a public tender.

State-owned Swiss Telecom is currently the sole provider of mobile telephone services in Switzerland and will maintain its licence. It has welcomed the opening of the market. There are currently 500,000 users of the digital GSM system in Switzerland, and 260,000 subscribers to the analogue network.

Reuter, Bern

## Hungary covers bank's losses

The Hungarian government is to put up Ft12bn (\$67m) in guarantees to cover possible losses at the troubled Postabank, the country's second largest retail bank. Early last month depositors withdrew Ft24bn, fearing the bank was about to collapse. The origins of the panic are not clear. Any money paid out by the government to cover Postabank's losses would be repaid by bank's owners.

Two senior Hungarian banking officials told the FT this week that Postabank was simply "too important to be allowed to fail". Its unparalleled network of branches gave it great potential, they said, though probably not under its present management.

Anatol Lieven, Budapest

## ICI questioned on IG Farben

The Simon Wiesenthal Centre, a Jewish human rights organisation, has asked Imperial Chemical Industries to provide details of its 1947 acquisition of the Spanish subsidiary of the German chemical concern IG Farben.

IG Farben was the manufacturer of the Zyklon-B gas used for the mass murder of Jews at Nazi death camps. It also employed slave labour in its factories during the second world war. IG Farben's German businesses were liquidated after the war and the proceeds used to pay restitution to Jewish victims of the Nazi regime.

In a letter yesterday to ICI's chairman, Mr Ronald Hampel, the centre asked for a copy of the purchase agreement "in view of the fact that IG's Spanish holdings were not included under restitution accounting".

Mr Shimon Samuels, the centre's director for international liaison, said it was too early to say whether ICI might be asked to make a reparation payment in connection with its acquisition.

Norma Cohen, London

## 'Flawed' court jails Moslems

A Bosnian Serb court jailed seven Bosnian Moslems yesterday after a murder trial which the international community said was "fundamentally flawed". Despite heavy international pressure, the court in Zvornik handed down 20-year prison terms on three Moslem men accused of murdering four Serbs and sentenced the other four to one year each for illegal possession of firearms.

The United Nations mission in Bosnia condemned the proceedings and urged the authorities of the Bosnian Serb Republika Srpska to try the case again in keeping with international norms. The defendants were denied lawyers from the Moslem-Croat federation and were given Serb attorneys who had just five minutes to present their defence.

The trial failed to produce conclusive evidence to prove the defendants were guilty, the UN said.

Reuter, Sarajevo

### ECONOMIC WATCH

## Sharp rise in French output

French manufacturing output picked up sharply in February, spurred by a marked improvement in the motor industry. Figures released yesterday by Insee, the national statistics institute, put the seasonally adjusted month-on-month advance at 3.7 per cent, compared with January's 1.1 per cent decline. Overall industrial production climbed by a more subdued 1.6 per cent.

February manufacturing output was 2.2 per cent higher than a year ago. The biggest change came in the five consecutive months mostly decline. But the pattern of car sales in France has been distorted by a government incentive scheme which has now ended. New car registrations in the first quarter were down 24 per cent from a year earlier. The evidence of an upturn was duly seized on by electronics ministers. Mr Alain Lamassoure, budget minister, said industrial production in France had "plainly picked up".

David Owen, Paris

Consumer prices in west Germany fell 0.1 per cent from last month, and were 1.4 per cent above the year-earlier level, according to figures yesterday from the Federal Statistics Office.

Reuter, Wiesbaden

## UK computer experts log on in Europe

By Graham Bowley in Frankfurt

Lured by big salaries and the European lifestyle, British computer programmers are flooding over to the Continent to help banks and companies desperate to catch up in the computer revolution, and to prepare for monetary union and the millennium.

Faced by inflexible working practices and inferior skills in the domestic workforce, banks and companies in Germany and France have turned to young British technicians, who are cashing in with lucrative salaries as high as £2,000 (\$3,200) a week.

Some companies on the Continent are "a year behind in applying the new technologies", according to one computer consultant in Frankfurt.

A headhunter in Frankfurt said: "We call programmers in London to ask if they can come out to do things as simple as put companies on the Internet, and they are shocked they are so far behind here."

Knowledge of new, fast-growing computer languages such as Java, and experience of database programming, the Internet and of e-mail are in high demand, headhunters say.

In Paris and Frankfurt (proposed home of the new European central bank) the race is on to make banks ready to handle the new single currency when it is introduced, scheduled for 1999.

Banks are caught up in an intense battle between London, Paris and Frankfurt to be the pre-eminent financial

centre in the new monetary union. Banks and companies are also seeking solutions to the millennium problem - the inability of computer programmes to handle dates after December 31 1999.

As a result, the bars and restaurants of cities like Frankfurt are buzzing with British voices, and to a lesser extent Irish and American ones.

The programmes come on short-term contracts, offering specialist knowledge in sharp contrast to their full-time French and German counterparts, who offer more general but more limited skills.

"German companies are slowly warming to the concept of part-time workers who come in for three months to do a special job and then leave," said one consultant. Eurosoft, a computer services company with headquarters in Frankfurt, has about 230 freelance consultants working throughout Germany. It places some 30 new consultants each month.

"We need people who are English-speakers because of the environment we are working in here," said one manager at a large company in Frankfurt which at present employs five computer programmers on short-term contracts.

"The benefit of having temporary specialists is that we are buying in specific skills just for a short time without carrying the cost of retraining," he said.

"Also, we can be flexible and do not need to take them on contracts which go beyond the introduction of the single currency in 1999, when we are not sure of our plans."

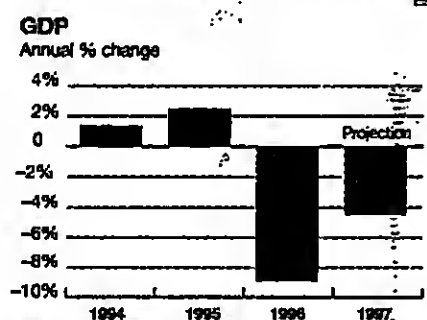
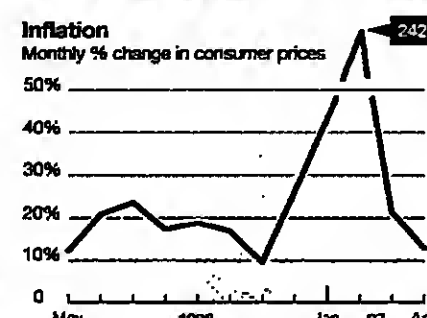
However, the strong demand has led to shortages, headhunters say, a situation which has been exacerbated by the pound's rapid ascent since last summer. Sterling's 18 per cent rise since last August has eroded the large premium programmers could earn on the Continent, persuading many to stay in London, where demand is also booming.

"We can't find British programmers for love or money. Because the pound is so strong they would rather stay at home," said Ms Bettina Starkmann, a manager at Eurosoft in Frankfurt.

Mr Mukesh Patel, a programmer from Leicester who works at a large data processing company in Frankfurt, said: "Most of the international jobs are in Germany. It is just easier to find a job here."

But, he added: "The money was attractive, at least until the D-Mark dropped and the pound began to rise."

### Bulgaria: a painful prospect



## Bulgaria plans another trip to the market

After a disastrous attempt to launch Bulgaria's transition to a market economy in the early 1990s, the conservative Union of Democratic Forces is poised to try again. Its leaders claim that following Saturday's landslide election victory they can complete within two years the structural reforms avoided by earlier governments.

With monthly inflation running at 12 per cent and gross domestic product officially projected to drop 4.5 per cent more this year after 9 per cent in 1996, there is no room for delay.

The banking system is in urgent need of restructuring. Privatisation has lagged well behind other countries in eastern Europe and the earnings of state-owned industrial companies still in business are siphoned off by shadowy Bulgarian financial groups posing as their trading partners.

"Missing this opportunity would be catastrophic for Bulgaria," says a western banker. "People have gone through hard times this winter and they have exhausted most of what were meagre reserves to begin with."

Bulgaria's prospects looked much brighter immediately after the collapse of communism than those of Albania and Macedonia, its desperately poor and unstable neighbours in the southern Balkans. As well as having few serious political disputes with other countries in the region, Bulgaria had a stronger industrial base, although it was geared to exporting almost exclusively to the Soviet Union.

But neither the UDP's inexperienced pro-market politicians nor the ex-communist Socialists, who changed little apart from their name, succeeded in building political institutions that could support

reform. Bulgaria has seen seven governments come and go in as many years and leading personalities from all political parties carry a strong taint of corruption.

In the past few months, Mr Ivan Kostov, the UDP leader and prime minister-designate, has tried to transform a loose coalition of quarrelling centrist and rightwing groups into a unified pro-market party. But critics say he will have difficulty holding the UDP together as the painful effects of change begin to be felt.

As a caretaker government in the run-up to the general election, the UDP has already made a start on reform. To crack down on widespread smuggling, which caused severe shortages over the winter, the government liberalised prices and posted troops at border crossing points to oversee the notoriously corrupt customs service.

Among the 14 banks that collapsed were several set up to channel funds belonging to the shadowy holding groups. The surviving banks are starved of liquidity because foreign currency deposits have been transferred out of the country and domestic investors keep their savings at home.

Mr Boshkov says privatisation, together with the imminent closure of 64 loss-making state enterprises, will cost about 200,000 jobs. But he claims the social costs can be contained "because many people haven't been getting regular salaries anyway. We think they may welcome the chance to set up a small business with a lump sum of several hundred dollars they'll receive as a severance payment".

The currency board should help restore confidence in the lev, but the real key to



Ivan Kostov

Kerin Hope and Theodor Troev

FINANCIAL TIMES  
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FRANCE: Publishing Director: P. Maréchal, 42 Rue La Boétie, 75008 PARIS. Telephone 011 576 1234. Fax 011 576 1235. Printer: S.A. Nord Editeur, 1571 Rue de Caure, F-91100 Roinville Cedex 1. Editor: Richard Lambert. ISSN 1148-7753. Commission Paritaire No 67882D.

SWEDEN: Responsible Publisher: Hugh Carnegie 468 618 0088. Printer: AB Kvalitetstryckeriet, Expressen, PO Box 6007, S-550 06, Jönköping.

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# Elections for top Unido job postponed

By Ian Hamilton Frazier

Fifty-three countries yesterday agreed to postpone the election of a new director-general for the United Nations Industrial Development Organisation until September and keep nominations for the job open until

The postponement follows Monday's decision by Mr. Mauricio de María y Campos not to seek re-election to a second four-year term at the end of the year.

development board (IDB) — its policymaking executive — also set up a working party to come up with a streamlined structure for Unido by June. This makes it less likely that Unido will be abolished, as some critics

**World Bank debt relief package welcomed as helping national poverty eradication plan**

dent Yoweri Museveni's recent initiative of universal primary education, the provision of basic healthcare and improved nutrition." Ugandan officials privately expressed their regret, however, that the plan would not take effect for a year.

**NOTICE PUBLISHED BY THE SECRETARY OF STATE UNDER  
SUBSECTIONS 8(5) AND 10(6) OF THE TELECOMMUNICATIONS ACT  
1984**

10

**By Edward Mortimer  
and Bernard Gray**

\* *Strategic Survey 1996/7*. Oxford University Press, £25/\$39.

# Sanctions call by Palestinians

The research, which involved 1,300 women in 17 countries, nevertheless shows that the risk of heart disease is sharply increased for women who smoke or have high blood pressure.

An Israeli appeared in an Egyptian court yesterday accused of carrying out economic espionage on behalf of the Israeli secret service.

have high blood pressure. *Frances Williams, Geneva*

## Five new nuclear plants

countries, nevertheless shows that the risk of heart disease is sharply increased for women who smoke or have high blood pressure.

## Contraceptive pill study

The research, which involved 1,300 women in 17 countries, nevertheless shows that the risk of heart disease is sharply increased for women who smoke or have high blood pressure.



## Turkish army ready to bring down Islamic government

By John Barham in Ankara

Turkish financial markets fell heavily yesterday in the first day of trading after a week-long public holiday amid fears that the Islamist-led government was about to collapse under intense military pressure.

The Istanbul stock exchange index closed down 4.9 per cent, having recovered slightly after hectic selling pushed prices down 7 per cent in the morning. Bond yields rose 2-3 per cent. Investors fear renewed political instability and populist economic measures that would precede early general elections.

Political commentators say the coalition government of Mr Necmettin Erbakan is unlikely to survive tomorrow's meeting of the military-dominated National Security Council (NSC).

The secularist military, which has staged three coups since 1960, has given Mr Erbakan until tomorrow's regular meeting of the NSC to implement a list of measures to limit the growth of Islamist organisations and schools.

However, Mr Erbakan, Turkey's first Islamist prime minister, has not met any of the generals' demands.

Mr Bilal Cetin, a political columnist for the newspaper Yeni Yuzyl, wrote: "Not only the opposition, but government MPs see that the government is finished. The main problem in Ankara now is how the new government will be formed. The countdown is almost completed. One way or another the government will end in one or two weeks."

The military demanded at the NSC's February meeting that the government "carefully preserve the principle of secularism" by cracking down on the activities of illegal Islamic brotherhoods and purging Islamists from the bureaucracy. Most controversially, it demanded a reduction in the growth of Islamic schools by requiring an extension in compulsory

state education.

Although Mr Erbakan's aides said they intended to comply with the council's "recommendations", generals complained that he had not introduced the necessary legislation.

Last week Brigadier General Osman Ozbek, a previously obscure military commander, warned: "I've struggled with [guerrillas of the Kurdistan Workers party] for 13 years; I will struggle against [the Islamists] too." His superiors ignored government demands that they punish him.

Fellow officers said they would "sign every line of Ozbek's speech".

Mrs Tansu Ciller, deputy prime minister and leader of the conservative True Path party, the government's junior coalition partner, hastily announced education reforms on Wednesday.

However, one observer said: "The soldiers gave up on Erbakan a long time ago. So the pressure is on Ciller to quit the government. Announcing these reforms gave her an honourable pretext for quitting because she knows Erbakan would never accept them."

Mr Atif Cezairli, country manager at the investment bank ING Barings, said speculation was now centring on who would lead a caretaker government to prepare Turkey for new elections, probably in 1998.

Many analysts expect such a government to change the election laws to cut support for Mr Erbakan's Refah party. Refah has 160 MPs, more than any other party, even though it took only 21 per cent of the vote in elections in December 1995.

However, Mr Cezairli warned that the prospects of forming a strong, stable government would increase only if the centre-right - which is divided between the True Path and the Motherland party - could unite under a single leader.



## Berlin workers in jobs march

Thousands of public sector workers marched through Berlin yesterday to protest against plans to cut jobs in the city, Reuters reports from Berlin.

"We are protesting against the loss of up to 13,000 jobs," said Mr Hartmut Friedrich, state director of the DAG union, during a rally beside the war-damaged Kaiser Wilhelm Memorial Church (left). "These jobs were safe for decades and now they are being called into question."

Today the Bundestag will consider a bill to decentralise the federal pension authority, which is Berlin's largest service-sector employer, with more than 23,000 employees.

The unions said the city had been unfairly targeted for cuts since German unification. "Berlin cannot continue to be abused to ensure jobs in other states and regions," they said.

## Ukraine to set trading band for its currency

By Matthew Kaminski in Kiev

Ukraine will today unveil a 10 per cent trading band for its currency, the hryvnia, after agreeing a compromise with the International Monetary Fund on a crucial three-year loan.

The unexpected breakthrough and the announcement of a formal exchange rate policy should increase confidence in the stability of the economy after months of uncertainty.

But two prominent western advisers yesterday criticised the IMF for "going soft" by backing down from its insistence on deep structural reform before approving the \$2.5bn-\$2.7bn loan.

Senior officials said an IMF mission this week had agreed the funds could be released after passage of the 1997 budget and three tax reform bills, which the government is confident of achieving. A policy memorandum is expected to be signed today.

It will no longer insist on an ambitious deregulatory package that had encountered opposition in parliament and attracted luke-

warm government support.

"Based on the three tax laws, we are confident that a new budget can be adopted by the middle of May," Mr Sergei Tigipko, the newly appointed deputy prime minister for economics, said yesterday.

"For now we're concentrating on these key laws, and we'll work on the others later."

Mr Tigipko said the government would from today formally defend the hryvnia at an exchange rate of 1.7 to 1.9 against the dollar, ending speculation that Kiev might opt for a gradual devaluation of the currency. The hryvnia yesterday ended trading at 1.84.

The central bank has doubled its foreign exchange reserves through a buoyant treasury bill market in recent months and could comfortably defend the wide band. The IMF gave its backing for the move, he added.

The policy clearly indicates Ukraine's commitment to a stable hryvnia and minimises currency risk. But it also raises the stakes in that any future devaluation would unsettle the markets. The renewed prospects for

a 1997 budget also should comfort foreign investors who have bought into Ukrainian treasury bills expecting an eventual IMF programme.

Some economists have been worried that delays might dry up the short-term capital and put Ukraine's fragile successes in conquering inflation in jeopardy.

"The IMF decided that continuing stability is more important than deregulation," said Mr Anders Aslund, an adviser to the government. "It's a dubious policy."

Mr Jeffrey Sachs, a Harvard economist who helped put together the reform package, said the IMF was making "a big mistake".

"As usual, the IMF focuses all its attention on the budget deficit and ignores structural reform," he said. "The growth record of the IMF programmes in the former Soviet Union is dreadful."

The prospects for an overhaul of taxes and regulations will dim in the coming months as parliamentary elections are due in 1998. Ukraine's economy shrank 10 per cent last year and is likely to contract 3 per cent this year.

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**ERICSSON**

## Doubts over Juppé's future after election

By David Buchanan in Paris

A close aide to President Jacques Chirac suggested yesterday that the French left should cease personalising its campaign attacks on Mr Alain Juppé, the prime minister, because the president might name "a new team" if the centre-right coalition retained power.

Mr François Baroin, who worked in the Elysée after being spokesman of the 1995 Chirac presidential campaign and of the first Juppé government, told Le Figaro newspaper that the president had called the election to "create a new dynamic, but also to promote a new team".

His words were probably aimed more at protecting Mr Juppé, who the Socialist party accused this week of "almost physically embodying taxation" and whose popularity dropped to 34 per cent in a Louis Harris poll out yesterday. Mr Baroin said the campaign should not focus on the prime minister, whose nomination after the election lay entirely within Mr Chirac's gift.

The government campaign is giving full rein to supporters of ex-prime minister Edouard Balladur like Mr François Léotard, leader of the UDF, the Gaullist RPR's allies, who is likely to get a job in any new centre-right administration. But there might also be a reshuffle at the top, as indicated this week by Mr René Monory, the centrist president of the Senate. He said Mr Juppé had "every chance" of staying on as premier, but it was "not automatic".

The preparation of next year's budget looked set yesterday to provide fresh fuel for the campaign. Though the election has been called 10 months earlier than necessary, its start has still coincided with the "framework letter" which the prime minister traditionally

sends to ministers to help them prepare the draft budget for the following year. Mr Juppé's letter for the 1998 budget this week tells ministers to pay "particular attention to pursuing the civil service cuts begun in 1997".

Mr Juppé set no numbers on next year's cuts, which this year involve only the abolition of 5,600 posts vacated by the roughly 45,000 people who retire every year from France's 2m-strong central civil service. But some on his right wing, particularly in the Republican party component of the UDF, have called for two out of every three posts vacated by retirement not to be filled.

Meanwhile, Mr Jacques Delors, former European Commission president and architect of monetary union provisions in the Maastricht treaty, yesterday gave covering fire to his Socialist party leader, Mr Lionel Jospin, on his stance on the euro. Mr Delors defended Mr Jospin's refusal to be tied by an absolute respect of the Maastricht target that countries should reduce their deficits to 3 per cent of national output, recalling that the treaty allowed political appreciation of "the trend" in deficit reduction. Mr Delors, a member of the Socialists' national executive, also suggested the government had issued bogus leaks about the overrun on this year's budget deficit to justify the snap election until its due date of next March would not have endangered the EU's decision next April or May on participation in the euro, he said.

According to the Louis Harris poll for the Valeurs Actuelles magazine, 58 per cent of French want a radical change in government economic policy, and 69 per cent want a referendum on the euro.

Chirac's gamble, Page 14



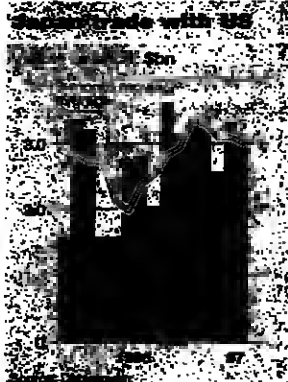
# Trade and economy may spoil ritual US-Japan summit

By William Dawkins in Tokyo

There will be a new edge to the usual cosy ritual of US-Japan summits when President Bill Clinton and Mr Ryutaro Hashimoto, prime minister, meet in Washington tomorrow.

In the past, such occasions have tended to open with US complaints about closed Japanese markets and close with Japanese promises to drop a few more trade barriers, allowing both sides to depart glowing with the feeling that their special relationship is as special as ever.

Occasionally, such as at the summit between Mr Clinton and Mr Hashimoto in Tokyo last year, talk of trade tensions has even been dropped entirely, to allow an all-out celebration of their security ties.



But this summit, the first since both leaders were elected last autumn, will be slightly less predictable. Mr Hashimoto will have left Tokyo with one easy and one awkward issue on the agenda.

Mr Ichiro Ozawa, leader of Japan's main political opposition group, the New Frontier party, has called on supporters to ally with the government on security and bureaucratic reform on a case by case basis, William Dawkins writes. Mr Ozawa told the NFP's annual convention: "We must work together with those who share the same ideas and policies, beyond party affiliation." His remarks add weight to rumours of an impending alliance between

the NFP and its foes, the ruling Liberal Democratic party, which would re-unite conservative forces in Japanese politics after four years of political upheaval. He praised the NFP's recent decision to vote with the LDP on a controversial bill to allow the expropriation of land in Okinawa for use by the US military, but refused to give a direct answer to party members' demands to know whether he proposed a formal alliance with the ruling party.

On security, the two leaders will see each other eye to eye. But on trade and the economy, they may have to agree to differ, as did Mr Clinton and Mr Morihiro Hosokawa, a former prime minister, three years ago, in

the government's compulsory to allocate land for US military use on the southern island of Okinawa, reluctant host to the biggest US military installation in east Asia.

Better still, he will be able to tell Mr Clinton that the ruling Liberal Democratic party and the main opposition group, the New Frontier party, are starting to line up in support of a review of a guidelines with the US for dealing with east Asian security crises, due for approval by the Japanese parliament in the autumn.

The scheme would give the Japanese military more scope to help US forces in conflicts outside Japan, a sensitive matter given Tokyo's constitutional ban on collective defence. It builds on their summit agreement last April, when

Japan promised for the first time to give substantial support to US troops abroad.

But on trade, the US is concerned that a slowdown in Japan's economic growth rate will lead to lower demand for exports, which in turn would hurt Japanese exporters.

The level of the government has moved to a new plane, from previous trading over detailed trade barriers to a debate about economic management. But that only makes it harder for the Japanese side to make concessions.

A confident Mr Hashimoto is very unlikely to agree to any change in Japan's fiscal tightening, judging by his announcements over the past week by his finance minister and a bevy of senior officials.

"He is not like so many former prime ministers who just went to Washington to listen," says Mr Kiyoshi Kikuchi, a former Japanese ambassador to the UN.

On the surface, the US should have little to worry about. Japan's overall trade surplus has more than halved as a proportion of gross domestic product from 3.1 per cent in 1989 to 1.4 per cent now. And yet there is concern in Washington over a sharp rise in Japanese exports, helped by the year's more than 30 per cent fall from the record high of 17.75 to the dollar in April 1996.

The Japanese government cannot reverse the sales and income tax increases it implemented at the start of this month. Neither can it cut interest rates, already at

a record low since September 1995.

That leaves public spending. But Mr Hashimoto, through the Finance Ministry, has an increase in Japan's policy of cutting government debt, which at almost 100 per cent of gross domestic product is nearly as high as Canada or Italy. Cutting the budget deficit has the status of a holy grail at the Finance Ministry.

It is unlikely, given the nature of such summits, that the leaders will get down to the detail of fiscal management. But the general theme is that Mr Hashimoto will stick to his guns on the economy, the latest example of how a more independent Japan makes the relationship with the US less of a ritual.

## China spurs state sector rationalisation

The announcement this week by Shanghai's giant Baoshan steel works that it is considering merging with local unprofitable mills is a clear indication that China's attempts to spur rationalisation of its debt-burdened state sector are bearing fruit.

The Baoshan announcement coincided with new rules aimed at facilitating mergers and bankruptcies, a sign China's post-Deng Xiaoping leadership is intent on speeding state-enterprise reform.

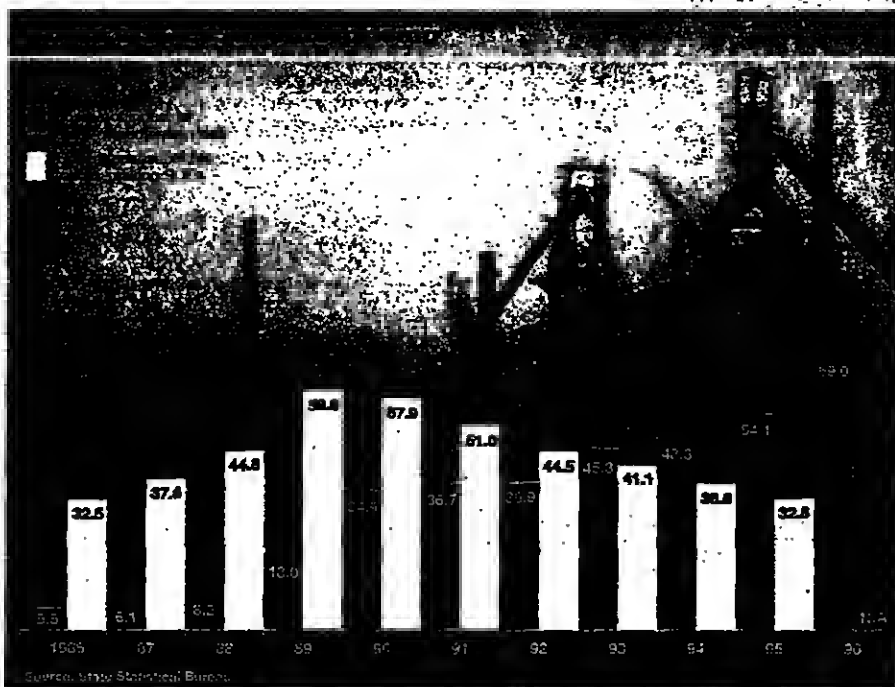
The Baoshan example also comes at a moment when Deng's successors appear ready at last to sanction gradual corporatisation, or "privatisation", of larger state enterprises, although they will be anxious to avoid accusations they are selling off state assets.

China will be extremely cautious about allowing foreign involvement in strategic sectors such as energy and telecommunications.

The death of Deng, the architect of China's reforms, appears to have jolted his heirs into action. President Jiang Zemin, a cautious centrist, seems to believe his hold on power will be strengthened by a more vigorous assault on China's most pressing problem: the continued drain on the economy, and the banking sector in particular, of loss-making enterprises.

"Jiang's agenda is becoming clearer. He wants to make a name for himself as the father of economic growth and development while going slow on political reform," said a western economist in Beijing who has reported extensively on state sector problems.

Clarification of the ownership issue, opening the way for privatisation, would mark a significant step forward in China's economic reforms. Lack of clarity has proved a serious obstacle to reform of the state sector, which includes some 118,000 industrial enterprises, 7,000 of which are controlled directly



by the central government. Beijing's attempts to increase the tempo of state sector reform is being driven by a further deterioration in performance. In 1996, the state sector as a whole fell into loss for the first time since the 1949 revolution,

losing Yuan3bn (\$362m). Losses for industrial state-owned enterprises reached Yuan5bn, an increase of 45 per cent over 1995.

About 70 per cent of such enterprises are loss-making and the picture continued to worsen in the first quarter of

1997 with losses up more than 11 per cent over the same period last year.

People's Daily, the Communist party newspaper, bailed the state-owned enterprises is not only a major economic issue, but also a major political issue which is of vital importance for the destiny of the socialist system," he said.

cent and idle workers have been involved in street protests. However, economists say China must tackle enterprise reform if it is to make further progress in the transition from a centrally planned to a market economy.

Tackling state enterprise problems is critical to reform of the banking sector, which is dominated by the "big four" specialised banks: Industrial Commercial Bank, Agricultural Bank, Construction Bank and Bank of China. Between 20 and 30 per cent of loans are believed to be non-performing, measured by Bank of International Settlements standards.

Chinese leaders have been signalling for months that state enterprise reform tops their agenda, but their statements have been greeted sceptically because of their reluctance in the past to match words with deeds.

Premier Li Peng told China's parliament in March that enterprise reform was the "pressing task" for 1997. "Reform and development of the state-owned enterprises is not only a major economic issue, but also a major political issue which is of vital importance for the destiny of the socialist system," he said.

But China, if it is to proceed with the corporatisation of the state sector, faces an extraordinarily difficult task, according to a report published this week by the Australian Department of Foreign Affairs and Trade.

"Achieving this outcome will require a huge input of time and effort from high-quality, disinterested bureaucratic personnel as well as significant levels of public sector funding," the report said.

It is not clear that China is equipped for such a task.

Tony Walker

### ASIA-PACIFIC NEWS DIGEST

## Japan to allow organ transplant

The lower house of the Japanese parliament yesterday approved a bill to give legal recognition to the principle of brain death, lifting what was in effect a ban on organ transplants, unique in the developed world. The vote ends a 30-year debate on whether Japan should let doctors declare patients dead once electrical activity in the brain has ceased. It allows transplants from brain dead patients who gave written consent in advance.

For many years, the issue was considered too controversial to bring to parliament, a legacy of popular superstition. There is no ethical objection to brain death in either of Japan's two main religions, Buddhism and Shinto. The parliamentary proposal requires ratification by the upper house before it can become law.

Until now, doctors have been forced to wait until a donor's heart has stopped before removing organs for transplant, by which time the organs have become useless. No heart transplant has been performed in Japan since 1968, when a professor at a medical college in Sapporo faced manslaughter charges for carrying out an operation.

William Dawkins, Tokyo

## China border pact signed

Presidents of Russia, China, Kazakhstan, Tajikistan and Kyrgyzstan yesterday signed a five-nation border pact aimed at reducing military tensions along the once-bristling divide between China and the former Soviet Union. The deal, which followed a summit meeting in Moscow earlier in the week between Mr Jiang Zemin, the Chinese president, and Mr Boris Yeltsin, the Russian counterpart, was a further sign of increased co-operation between China and the former Soviet states.

No details were released, but government sources told Russian news agencies it would set limits to land forces, short-range aviation and anti-aircraft defence systems deployed in the 100km band along the more than 7,000km border.

Christy Freeland, Moscow

## Dalai Lama visit irks Beijing

China yesterday complained strongly about a meeting in Washington between President Bill Clinton and the Dalai Lama, Tibet's exiled spiritual leader. But Beijing's displeasure is not expected to interfere with a visit to Washington this month by Mr Qian Qichen, China's foreign minister. Mr Qian will be preparing the ground for an expected visit to the US capital later this year by Mr Jiang Zemin, China's president.

Tony Walker, Beijing

## Megawati urges poll boycott

Ms Megawati Sukarnoputri, whose government-supported dismissal as leader of the Indonesian Democratic party last year provoked the worst rioting in Jakarta in 20 years, has urged her supporters and party members to boycott the general election campaign which starts this Sunday.

Mamela Saragosa, Jakarta

## Cambodian democracy seen on the verge of collapse

Everybody is afraid to die," says Mr Sam Rainsy, Cambodia's opposition leader, who is fighting the collapse of democracy in his country. "But we have to overcome our fear and do what we think is right."

It is a long way from the killing fields of Cambodia to the comfort of a small hotel in London where Mr Rainsy was to be found yesterday. His words have an awesome ring of truth just the same.

Mr Rainsy was almost killed on Easter Sunday when a demonstration he was leading in Phnom Penh was broken up by a gang throwing grenades. Official inquiries have failed to reveal the identity of the culprits, but the presence at the scene of special military units of the Cambodian People's party (CPP) suggests involvement by the former communists who form one of the two government parties, Mr Rainsy says.

Now he is on a world tour to try to persuade donor governments, which provide Cambodia with about \$200m in assistance a year, to make the preservation of democracy and human rights a condition of further help.

His message is a stark one, resting on the premise that moves to democracy, launched with UN-sponsored elections in 1992, have failed. But it is one that carries some weight.

Slight of build and unassuming, but lucid in argument, Mr Rainsy has a reputation for integrity that

Sam Rainsy, respected former finance minister, speaks of his fears to Peter Montagnon



Rainsy: "We have to overcome our fear"

Fergus Wills

gained him wide international respect as finance minister in the early days of the new government.

"It is not only democracy which is in danger," he says. "It is the whole country which is running the risk of falling apart. Cambodia is heading for civil war, chaos and political destruction."

At the problem's heart is the growing hold on power of the CPP, led by Mr Hun Sen. Power sharing has collapsed between the CPP and royalist FUNCINPEC party, which formed a joint government after 1992 elections.

After he was ousted first from the cabinet and then, two years ago, from the National Assembly, Mr Rainsy's Khmer National party has formed an alliance with Prince Norodom Ranariddh, FUNCINPEC's leader, to oppose the CPP in local elec-

Against such a background there appears little prospect of free elections. Whether the message will be heard by western donors, which cover 60 per cent of Cambodia's government expenditure, is moot.

Having invested \$3bn in bankrolling democratisation after the collapse of the Pol Pot dictatorship, some donors are reluctant to admit failure. Mr Rainsy is being received not by ministers but by senior diplomats on his present tour. But he believes the Clinton administration's decision to impose sanctions against Burma indicates a greater willingness to act on human rights.

ASEAN, the Association of South-east Asian Nations, must make up its own mind whether to go ahead with plans to admit Cambodia later this year, though he hopes for delay.

"Cambodia is going to be a headache for ASEAN because there is not a single government. The two prime ministers do not talk to each other," he says. "ASEAN does not give aid, only lessons, and their lessons are sometimes questionable when they talk about the style of democracy, placing economic development before human rights."

It is an uncomfortable message both for its challenge to western donors and to those closer to home who believe Asian values are superior, but Mr Rainsy is determined to keep up the fight when he returns to Cambodia in May.

### NOTICE TO HOLDERS OF American Medical Response, Inc. (the "Company") 5 1/4% Convertible Subordinated Notes Due February 1, 2001 (the "Securities")

Pursuant to a merger agreement dated as of January 6, 1997 among Lifeline Inc. ("Lifeline"), a Missouri corporation, and American Medical Response, Inc. ("AMR"), a Delaware corporation, and the Company, AMR has been merged into Lifeline, and the Company has been converted into a subsidiary of Lifeline, and each share of the Company's Common Stock has been converted into the right to receive cash in the amount of \$40.00 per share. Due to the conversion of the Company's Common Stock into the right to receive cash in the amount of \$40.00 per share, the Securities are no longer convertible into shares of the Company's Common Stock. Pursuant to a supplemental indenture dated as of March 21, 1997 (the "Supplemental Indenture"), each holder of the Securities has the right to convert each Security only into the consideration receivable upon such merger by a holder of the number of shares of Common Stock of the Company into which each Security might have been converted immediately prior to such merger. The Supplemental Indenture has been executed, and this Notice is delivered pursuant to the requirements of the Indenture dated as of February 1, 1996 with respect to the Securities. In the Supplemental Indenture, the Company expressly agreed to pay, upon conversion of each Security, cash in the amount of \$40.00 per share of Common Stock into which each Security was convertible immediately prior to the merger. This \$40.00 per share shall be payable until the date of the merger on February 1, 2001.

Dated: April 18, 1997

Lot	Price	Yield	Price	Yield
0000	10.00	10.00	10.00	10.00
0001	10.00	10.00	10.00	10.00
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## NEWS: WORLD TRADE

# Judge steps into Long Beach container dispute

By Christopher Parkes  
in Los Angeles

A plan to build a \$200m container terminal at Long Beach for Cosco, China's state-owned shipping line, has been thrown into limbo after a court ordered the cancellation of a lease on the 135-acre site.

The project, to service fast-growing links between China and southern California - main transit area for a quarter of the \$18bn annual trade between the US and the People's Republic - also faces mounting political opposition in Washington.

Long Beach harbour commissioners were recently ordered by a judge to review their plans unencumbered by earlier commitments - the \$14.5m annual lease - after protests by conserva-

tionists and local residents.

"The project is up in the air," Mr Don Wylie, the port's trade and services director, said yesterday. "Cosco is probably a bit bewildered by the process."

The terminal, due to be completed in mid-1998, was a key element of plans to revive the Long Beach waterfront economy and bring 600 jobs to an area hit by aerospace cuts and military base closures.

This week's cancellation of the lease - on the site of a naval station shut in 1994 - followed court actions brought by lobbyists seeking to protect the habitat of the endangered black-crowned night heron, preserve "historic" military buildings, and fend off the threat of increased road traffic.

However, opposition is

also mounting in Washington, where opponents have appealed to the defence and transportation secretaries to block the plan on a variety of grounds.

Last week, Arizona Senator John McCain urged the Clinton administration to "withhold any actions which would assist" Cosco until a Federal Maritime Commission investigation of alleged predatory pricing practices by the line had been completed.

Aid targeted by Mr McCain included \$138m in loan guarantees, approved in January, for the construction of four Cosco cargo vessels at a shipyard in Alabama, and the plan for it to "receive property" at Long Beach.

Other opponents have suggested that the Chinese

would use the terminal as a landing point for illegal weapons shipments and that the project offered a threat to national security.

Mr Wylie said he expected the harbour commission to review its plans in time for the next court hearing on the preservationists' claims by May 13, but he could not predict its reaction.

However, the commission recently reported that five years of public hearings, which preceded the signing of the lease with Cosco, had failed to identify any economically feasible alternative for the former navy base.

Rebutting suggestions of a security threat, it said Cosco had been a tenant at Long Beach since 1981. Containers worldwide,

## First Taiwanese vessel in 50 years sails to mainland

# Ship crosses the great divide

By Laura Tyson in Taipei

The first ship to sail directly to communist China from Taiwan in nearly half a century was due to arrive in the port of Xiamen on the south-eastern coast of China today.

The Panama-registered Uni-Order, owned by Taiwan's Uniglor Marine, departed for the 12-hour journey from the island's southern Kaohsiung Harbour late yesterday.

Uniglor is a subsidiary of the Evergreen group, one of the world's biggest containerised shipping concerns. The Taiwan Strait crossing is the first by a Taiwanese shipping operator since China's civil war ended in 1949, when the defeated Nationalists set up in exile on the island of Taiwan.

Last weekend a China-owned, Saint Vincent-registered vessel, Sheng Da, sailed from Xiamen to Kaohsiung in the first direct voyage across the strait. Taiwan, which has banned



The Uni-Order prepares to leave Kaohsiung Harbour yesterday

direct links with China, has agreed to allow limited direct shipping with the mainland under an "offshore trans-shipment centre" established in Kaohsiung Harbour.

Under the scheme, mainland cargoes are not allowed to enter Taiwan customs but can be trans-shipped at Kaohsiung for onward passage to third countries. Sim-

larly, Taiwan cargoes at Kaohsiung cannot be put aboard ships planning to cross directly to the Chinese mainland.

Cross-strait routes are limited to just two Chinese ports - Xiamen and Fuzhou, both in Fujian province. But the experiment in direct sea links may be expanded if all goes smoothly.

Taiwanese officials say

any expansion of the direct shipping experiment depends on friendlier ties with Beijing.

Although of highly symbolic significance - the newly inaugurated routes will have little economic impact - the move will increase pressure on Taipei to abandon fully its ban on direct shipping, aviation, communications and trade.

# Norway and UK clear gas export hurdles

By Robert Corzine  
in London

Norway and the UK have cleared the final hurdles to a resumption of large-scale exports of Norwegian natural gas to Britain.

Lord Fraser of Carmyllie, UK energy minister, yesterday said agreement had been reached on detailed revisions to the Frigg pipeline treaty, as well as on a new framework agreement to govern future cross-border pipelines.

The revised treaty will open up the under-used pipeline linking the Frigg field, which lies astride the boundary between the two countries, to gas from nearby Norwegian and UK fields. The framework agreement means that new cross-border pipelines can be built without the need to sign a separate treaty between Oslo and London.

Yesterday's deal is expected to lead to a resumption of contract talks between Norwegian producers and big industrial gas consumers in the UK. Several deals, including one with National Power, have been on hold for several years because of slow progress on revising the original treaty, which restricted the use of the pipeline to gas from the Frigg field. It is now in decline, with production expected to end within the next few years.

In recent years UK officials were more concerned with encouraging the development of Britain's offshore gas reserves than revising the treaty, and consequently put the issue of the pipeline's future on the back burner.

But the British government's interest in promoting a proposed gas directive to open the EU gas market to competition led it to resume talks with Norway last year. Lord Fraser noted at the time that Britain's advocacy of gas liberalisation in the EU was undermined by its de facto ban on new Norwegian exports.

Agreement on the Frigg

treaty should help Britain in its lobbying efforts in Europe, according to industry analysts.

The existence of a more flexible pipeline grid linking Norway and the UK to import-dependent continental European markets should help ease fears that liberalisation would undercut security of gas supplies. EU energy ministers are due to meet next month to discuss the latest draft proposals.

It is not clear how quickly large-scale exports will be resumed. Some Norwegian companies have already undertaken detailed studies of what work will be required to tap into the Frigg line.

Statoll, Norway's state oil and gas company, has a gas marketing and sales arm in the UK and has been particularly keen to be able to sell Norwegian gas in the domestic UK market.

Another uncertainty is how much gas will be aimed at the UK market, which currently has plentiful supplies of gas. Some UK gas producers have raised the possibility that new Norwegian exports could depress UK gas prices further. That in turn might mean that development of some marginal UK fields might be delayed.

But analysts point out that the Frigg line lands at St Fergus on the Scottish coast, well away from the main centres of gas demand in southern England, so the price of Norwegian gas in the UK will have to reflect the increased transport cost.

## WORLD TRADE NEWS DIGEST

# EU challenge to Argentina

The European Union has filed a formal complaint against Argentina at the World Trade Organisation, claiming that customs duties and labelling regulations affecting imports of footwear and textiles breach international trade rules.

The EU move follows a similar complaint by the US last October. A WTO panel was set up in February after the two sides failed to reach a settlement in consultations. The EU reserved third party rights in that dispute.

Both complaints relate to a series of measures taken by Argentina in 1995 to curb cheap Asian imports. Duties of up to 125 per cent were placed on some items despite Argentina's commitment in the Uruguay Round trade negotiations not to raise tariffs above 35 per cent.

The EU has also challenged new labelling rules that require the name of the importer and the number of the import affidavit submitted to the Argentine authorities. Brussels says this represents a barrier to trade.

Under WTO rules the two sides have 60 days to consult bilaterally, following which the EU can ask for a WTO panel to be established.

## NZ quizzes horticulturists

New Zealand has asked China for more information about a horticultural delegation that was intercepted attempting to take a new strain of apple plant out of the country, officials said yesterday.

In a combined police, customs and Ministry of Agriculture operation at Auckland airport last Sunday, 15 cuttings from a new apple variety developed by New Zealand researchers were found in the hand luggage of one of a group of five horticulturists about to return to China.

They were given warnings but allowed to leave the country the following day after apologising, police said. Mr Neil Kirtom, customs minister, said he did not consider the alleged incident amounted to industrial espionage, and New Zealand would not prosecute the Chinese scientists. But with the fruit industry one of New Zealand's primary exporters, industry and opposition politicians have called for a tougher line.

Both the foreign and commerce ministries said they were looking for more details. "The incident is a very real concern," Mr John Luxton, associate agriculture minister, said. "Apparent attempts, such as this, to pirate the fruits of our research labours are very concerning."

## Pipeline signing delayed

The expected signing of the Caspian Pipeline Consortium's final documents will not take place today as planned, according to an employee of one of the companies involved. This will further delay the second stage of the pipeline, which eventually will carry 1.2m barrels a day of oil from Kazakhstan to the Black Sea.

The agreement is being held up by an awaited announcement from the Russian government over CPC's Russian shareholder.

Moscow has a 24 per cent share in the consortium. Transneft, the state-owned pipeline company, was expected to be the shareholder, but the delay shows opinions are divided.

The eventual signing is expected to take place in a few weeks. Once it is signed, portions of existing Russian and Kazakh pipeline infrastructure will be transferred to the consortium's control, and contracts will be drawn up for design and procurement to allow building to begin.

Charles Clover, Almaty

Pursuant to Article 277, paragraph 2, of the Company Act, and Section 52, paragraph 1, of the Articles of Association of Zagrebačka banka, the Management Board of Zagrebačka banka passed, on 16 April 1997, Decision on convening

## Annual General Meeting of Shareholders of Zagrebačka banka

to be held on 10 June 1997, at 12:00 hours, at the Vatroslav Lisinski Concert Hall in Zagreb, Croatia, Trjavska cesta b.b.

### Zagrebačka banka

The following agenda for the Annual General Meeting has been agreed:

- 1 The report of the Supervisory Board
- 2 The 1996 Annual Report of Zagrebačka banka
  - a) Decision on approval and adoption of the Annual Report of Zagrebačka banka for the year ended 31 December 1996; and
  - b) Report on Condition of Zagrebačka banka (forming an integral part of the Annual Report)
- 3 Decision on appropriation of distributable profits
- 4 Approval of conduct of the Management and Supervisory Boards
  - a) Decision on approval of conduct of the Management Board
  - b) Decision on approval of conduct of the Supervisory Board
- 5 Decision on remuneration for the Supervisory Board members
  - a) Decision on discharge of Mr I. Šorić
  - b) Decision on discharge of Mr G. Hanzek
- 6 Election of the new Supervisory Board members
  - a) Decision on election of Mr F. von Schwarzenberg as Supervisory Board Member
  - b) Decision on election of a new Supervisory Board Member
- 7 Decision on appointment of auditors of Zagrebačka banka for 1997
- 8 Amendments to the Articles of Association
- 9 Election of the Chairman and Vice-chairman of the General Meeting of Shareholders

1 The Management and Supervisory Boards propose that the Annual Report of Zagrebačka banka for the year ended 31 December 1996, and the Annual Report of Zagrebačka banka for the year ended 31 December 1996, be approved.

2a The Management and Supervisory Boards have defined the Annual Report of Zagrebačka banka for the year ended 31 December 1996 and the Report on Condition of Zagrebačka banka (forming an integral part of the Annual Report), and propose that the General Meeting pass the decision on approval of the relevant documents.

2b The Management and Supervisory Boards propose that the General Meeting pass the Decision on appropriation of profits of Zagrebačka banka for 1996, stating that Zagrebačka banka made profits (after taxation) in the amount of HRK 218,509,319.43 in the year ended 31 December 1996, and proposing the following allocation of profits: A portion of profits amounting to HRK 62,822,639.24 is to be disbursed to the shareholders as dividends, the dividend payable on the A, B and D series ordinary shares being equal to 6% of the shares' nominal amount, the dividend payable on the C series preference shares equal to 10.5%, and the dividend payable to the E series preference shares equal to 7% of the shares' nominal amount calculated on the basis of the shares' nominal amount. Dividends shall be paid in cash. The dividend payable on the A, B and D series ordinary shares shall be determined as the arithmetic mean of the Bank's selling and buying rates of exchange for DM at the date of dividend disbursement. It also proposed that the remaining profits, in the amount of HRK 155,686,680.19, be allocated to the Bank's reserves.

3a The Management and Supervisory Boards propose that the General Meeting pass the Decision on approval of conduct of the Management Board members.

3b The Management and Supervisory Boards propose that the General Meeting pass the Decision on approval of conduct of the Supervisory Board members.

4 The Management and Supervisory Boards propose that the General Meeting pass the following Decision, laying down the remuneration of the members of the Supervisory Board of Zagrebačka banka:

Members of the Supervisory Board shall be paid a one-off consideration in the amount of HRK 1,000 per meeting for their attendance at the meetings of the Supervisory Board during 1997. Members of the Supervisory Board shall be entitled to the above consideration only if (s)he has attended a particular meeting.

Apart from the consideration referred to in paragraph 1 of this section, members of the Supervisory Board shall also be entitled to the remuneration referred to in paragraph 1 of this section in connection with the attendance at a meeting of the Supervisory Board.

When disbursing the amounts of consideration referred to in paragraph 1 of this section and the travel expenses referred to in paragraph 3 of this section, the Bank shall pay the respective income tax liabilities calculated, by applying a translated rate, at the highest rate (65%), and the surtax liabilities calculated at the rate ruling at the place of the member's permanent residence.

Members of the Supervisory Board shall also be entitled to a one-off yearly remuneration.

The General Meeting shall determine the amount and method of disbursement of the above yearly remuneration at the meeting when the Decision on approval of the Annual Report shall have been taken. The amount of the remuneration shall depend on the year's results.

II

In the year ended 31 December 1996, the Bank made profits (after taxation) in the amount of HRK 218,509,319.43. At this meeting, the General Meeting of Shareholders has approved the Report on the Bank's condition. Thus, the amount of the remuneration of the Supervisory Board members for their conduct in 1996 has been determined as 0.265% of the Bank's profits after taxation.

The Vice-chairman's remuneration shall be 12.5% higher than the remuneration of other members of the Supervisory Board, and the Chairman's remuneration shall be 25% higher than the remuneration of other members of the Supervisory Board.

The disbursement of remuneration under this Decision shall be charged to the budget of the current year, and the payments will be made within 30 (thirty) days after the Decision has been passed.

When disbursing the amounts of remuneration referred to in this section, the Bank shall pay the respective income tax liabilities calculated, by applying a translated rate, at the highest rate (65%), and the surtax liabilities calculated at the rate ruling at the place of the member's permanent residence.

5a In compliance with Section 41, paragraph 1, item 2, of the Articles of Association of Zagrebačka banka, and in connection with Article 255, paragraph 2, item 3, of the Company Act, the Supervisory Board proposes that the General Meeting approve the Decision on discharge of the Supervisory Board Member, Mr I. Šorić.

5b In compliance with Section 41, paragraph 1, item 2, of the Articles of Association of Zagrebačka banka, and in connection with Article 255, paragraph 2, item 3, of the Company Act, the Supervisory Board proposes that the General Meeting approve the Decision on discharge of the Supervisory Board member, Mr G. Hanzek.

6a Pursuant to Article 256 of the Company Act, the Supervisory Board proposes that the General Meeting approve the Decision on election of Mr F. von Schwarzenberg as Supervisory Board Member, to replace Mr I. Šorić, who has been discharged.

6b Pursuant to Article 256 of the Company Act, the Supervisory Board proposes that the General Meeting approve the Decision on election of a new Supervisory Board member, to replace Mr G. Hanzek, who has been discharged.

7 The Supervisory Board proposes to the General Meeting that the Decision on appointment of auditors of Zagrebačka banka be approved, whereby KPMG Audit Pte, London and KPMG d.o.o. za revidiranje, Zagreb are appointed auditors of Zagrebačka banka for the year ending 31 December 1997.

8 In compliance with Section 51 of the Articles of Association of Zagrebačka banka, the Supervisory Board proposes the following amendments to the Articles of Association to be approved by the General Meeting:

### Article 1

Section 16 of the Articles of Association of Zagrebačka banka, adopted by the General Meeting of Shareholders of Zagrebačka banka at its 9th meeting held on 26 January 1994, has been amended to read as follows:

"The Bank shall form legal and statutory reserves, reserves for treasury shares and other reserves. The Bank shall also establish reserves against potential losses arising from doubtful loans and associated off-balance sheet items. A special decision of the General Meeting of Shareholders may provide for the establishment of other reserves, the amounts of funds engaged in them, and the terms and methods of their utilisation."

### Article 2

Section 17 of the Articles of Association has been amended to read as follows:

"The Bank shall form legal reserves up to the amount stipulated by the Company Law. The Bank shall form reserves for treasury shares up to the amount required for the purchase of 10% of the issued shares. The remaining amount of reserves, exceeding the amount of legal, statutory and reserves for treasury shares, shall be considered other reserves."

### Article 3

Section 18 of the Articles of Association has been amended to read as follows:

"Other reserves shall be utilised for the same purposes as the legal reserves, for covering the excess of the nominal value of shares over the nominal value of convertible bonds, for the withdrawal and purchase of the Bank's own shares."

### Article 4

Section 19 of the Articles of Association has been amended to read as follows:

"The Bank shall form statutory reserves for the establishment of pension funds for the Bank's employees.

In the event of lack of other funds, the statutory reserves, as laid down in para. 1 of this Section, may also be utilised for the same purposes as the legal reserves. A special by-law adopted by the Management Board shall regulate the issues concerning pension funds. The amounts engaged in them shall be dependent on the number of employees insured. The amount of the statutory reserves shall be determined by the General Meeting of Shareholders, and the decision on their allocation for the purposes laid down in this Section shall be taken by the Management Board with consent of the Supervisory Board, pursuant to the provisions of the by-law from the preceding paragraph."

### Article 5

In the first and second sentences of Section 54 of the Articles of Association, the word "fifteen" has been replaced by the word "ten".

### Article 6

In Section 59 of the Articles of Association, a new paragraph (3) has been added to follow paragraph 2, and it reads as follows:

"The provisions of paragraphs 1 and 2 of this Article shall not apply in the instances when the shares of an individual shareholder are deposited with a financial institution acting as depository, to which institution (depository) the shareholder has transferred their voting right carried by the deposited shares, and the depository has to this end issued to the shareholder special certificates which may be the object of trade. In case of such special certificates being converted into shares, the persons 1 and 2 of this Section shall apply accordingly."

### Article 7

In Section 67 of the Articles of Association, paragraph 1, a new sentence has been added to follow the first sentence, and it reads as follows:

"Except the instance referred to in Section 59, paragraph 3, of the Articles of Association, the Share Register shall contain the name of the person holding shares for third parties and the name(s) of the person(s) for whom the shares are held."

### Article 8

In Section 72 of the Articles of Association, a new paragraph (2) has been added, and it shall read as follows:

"The third shareholder, except the shareholder referred to in Section 59, paragraph 3, of the Articles of Association, is due to notify the Bank about the person(s), for whom the shares are held, and about any relation of dependency or association described in the preceding paragraph of this Section, in compliance with the Bank's policies under the applicable regulations and the Bank's commitments in connection with the issue and trading of its treasury shares."

### Article 9

In Section 62 of the Articles of Association, a new paragraph (5) has been added to follow paragraph 4, and the new paragraph shall read as follows:

"After the approval of the amendments to the Articles of Association, the Management Board shall be authorised to re-allocate the reserves by forming the required amount of reserves for treasury shares out of the Bank's existing reserves. The outstanding amount of reserves for treasury shares shall be formed, during the year on a temporary basis out of other reserves."

### Article 10

All other provisions of the Articles of Association shall remain unchanged.

### Article 11

The Decision on amendments to the Articles of Association shall come into force at the date of entrance in the Company Register. The Supervisory Board shall be authorised to define the final version of the Articles of Association.

Pursuant to Section 57 of the Articles of Association of Zagrebačka banka, the proposal has been put forward for Prof. Dr. Jaskas Barčić to be elected Chairman and Mr Ivan Šorić Vice-Chairman of the General Meeting of Shareholders, with the two-year term of office.

In compliance with provisions of the Articles of Association of Zagrebačka banka and the Rules of Procedure of the General Meeting, each DM 100 of the nominal amount of a voting share shall carry one vote at the General Meeting. A shareholder may, individually or together with a "third shareholder", hold the maximum of five per cent of the total number of votes at the General Meeting.

Prior to the General Meeting, shareholders may deliver to the Bank the original, duly signed, copy of their voting papers. Unless otherwise decided, votes cast in such a manner shall be taken into account only if the shareholders are present, or represented by a proxy, at the time of voting at the General Meeting. The shareholders may appoint a proxy to represent them at the General Meeting and vote on their behalf according to the instructions given by the shareholders.

If a shareholder, or his/her proxy, want to be present at the General Meeting, they must submit a written application to the Management Board fifteen days before the General Meeting at the latest. The shareholder must deposit shares, or special certificates, with the Bank fifteen days before the General Meeting at the latest.

The transfers of shares made within 15 days before the General Meeting shall be entered into the share register after the General Meeting. All rights arising from the shares within this period and during the General Meeting shall be assigned to the shareholder entered in the share register.

Materials for the General Meeting may be looked into and collected at the Zagrebačka banka offices at Peromislinska 2, Zagreb and at the Bank's branch offices outside Zagreb.

The shareholders are hereby invited to attend the Annual General Meeting of Shareholders of Zagrebačka banka. If there be no required quorum to pass the decisions at the General Meeting, as stipulated by the Articles of Association, the Annual General Meeting shall be adjourned and the next Annual General Meeting held at the same place on 17 June 1997, at 12:00 hours.



## Labour vows tougher laws on race crime

By Liam Halligan,  
Political Staff

Tough new powers to crack down on racial attacks were promised by Mr Tony Blair, Labour leader, in a renewed effort to woo the Asian vote.

Mr Blair said a Labour government would legislate to make racially motivated violence a criminal offence. The Race Relations Act would also be strengthened, giving police and municipal bodies more authority to deal with racial harassment.

"The Labour party's commitment to anti-racism is very clear and well established - we have become a truly one nation party," Mr Blair said in an interview broadcast last night on Zee TV, a UK satellite channel aimed at Asian viewers.

Labour's proposals were criticised by civil liberties groups and lawyers. "The laws as they stand are per-

fectly adequate to deal with racial attacks," said Mr Steve Silver, of Searchlight, the anti-fascist organisation. "What is needed is the political will to enforce such laws."

Labour is likely to receive support from 70 per cent of Asian voters, up from 64 per cent in 1992, according to a recent Zee TV poll commissioned from the MORI polling organisation.

Asians account for only about 1.5 per cent of the electorate, but there are more than 40 seats in which the Asian voting population outweighs the margin of victory in the 1992 general election.

All three main parties have attempted to woo ethnic voters with Asian-oriented election broadcasts on Zee-TV, using endorse-

ments from successful Asian businessmen. "The parties realise that it is simply not enough for politicians to go into a temple or a mosque and get garlanded," said Ms Anita Anand, the channel's head of news. Labour's lead over the Conservatives is steady at 18

per cent, according to a Harris opinion poll to be published in today's Independent newspaper. It shows support for Labour down 1 point to 48 per cent over the past week, but with the Conservatives also slipping 1 point to 30 per cent. The Liberal Democrats are up two points to 15 per cent with

## THE LAWYER AND THE BUSINESSMAN



other parties up one to 7 per cent. The survey also suggests that the Labour vote is the most solid, with 80 per cent of their supporters "certain to vote Labour" with only 60 per cent of Conservatives certain to vote for their party.

The Harris figures damp the excitement kindled by an HCM poll in The Guardian newspaper earlier in the week. That suggested Labour's lead had dropped from 14 per cent to only 5 per cent.

But a MORI poll in The Times yesterday indicated that Labour's lead was up over the past week from 17 per cent to 21 per cent.

## Far-right faction still remote from power

The British National party is much less influential than similar groups in other countries

The 1988 declaration by Mr Enoch Powell, then a Conservative MP, that he foresaw "the River Tiber flowing with much blood" if immigration to Britain were not reduced, is part of British political folklore. After the speech Mr Powell was widely ridiculed, and sacked from Mr Edward Heath's shadow cabinet.

Less often referred to - but still widely known - is the strong increase in Conservative support which followed the "rivers of blood" speech. Many historians have judged that Mr Powell's outburst contributed significantly to the 1970 Conservative election victory.

Immigration in the UK is high and rising - some 55,490 people came from

overseas to make their home in Britain in 1996, up from 49,650 in 1995, increasing the total of non-white ethnic minorities to 3.5m, or 5.5 per cent of the total population.

But despite Mr Powell's warning, British race relations are generally quite good. No far-right movement exists with influence comparable to that of Mr Jean-Marie Le Pen's National Front in France, or Austria's Freedom party, led by Mr Jörg Haider. The British National party, the UK's main far-right grouping, is a political gnat with no hope of winning a seat in the general election on May 1.

While refusing to disclose its true strength, the BNP is believed to have only 600 members, although it has

candidates in 55 of the 659 parliamentary districts. Britain's political broadcasting rules, designed to prevent the mainstream parties from monopolising the campaign period, mean that a five-minute BNP election broadcast will today go out on national television and radio.

The broadcast mainly features Mr John Tyndall, BNP leader, trying to convince voters that non-white immigration should be halted and British blacks and Asians repatriated. The prospect of its appearance has caused discontent in the BBC, the public service broadcasting organisation financed by a state-imposed levy on users of television sets.

Staff at the BBC's London headquarters mounted an unsuccessful campaign to stop what is the first BNP broadcast in 14 years, with several hundred signing a petition initiated by the Anti-Nazi League. BBC officials say they are powerless to stop the broadcast, as it is not libellous or in breach of race relations legislation.

Searchlight, an anti-fascist organisation, argues that any broadcast by the BNP could be deemed illegal, claiming it would be intended to incite racial hatred. The BNP's broadcast has also been condemned by Britain's National Assembly against Racism. "This transmission is outrageous," the organisation said. "We are livid that taxpayers' money

is being used." Other critics have protested that many of the BNP's candidates have criminal convictions. The party's London agent, Mr Tony Loomes, has served two jail sentences - for attempted bomb attack on a left-wing meeting hall and a violent assault on a Jewish teacher.

Most mainstream politicians have steered clear of the row. Mr Jerry Hayes, Conservative candidate for Harlow, a district where the BNP is standing, said: "The BNP will get such a low vote they'll be exposed for the scum that they are." But Mr Michael Howard, home secretary, yesterday defended the BNP's right to make an election broadcast. "The biggest mistake we

can make is to encourage alliances between those whose views we abhor and those who want to encourage free speech," he said. Cynics will say Mr Howard is twirling for votes. But tough immigration policies have a minority appeal. According to MORI, three-quarters of Britons think existing immigration legislation is too strict, or about right. Yet that still leaves around 20 per cent of the population who want immigration controls made tighter.

Liam Halligan

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## Government is accused in EU 'poverty' report

By Caroline Southey in  
Brussels

The UK government was yesterday accused in a report approved by the European parliament of incompetence in distributing EU funds targeted at poorer regions. The report was prepared for the parliament's committee on regional policy by Mrs Ariene McCarthy, the Labour MEP for the Peak District in England.

The UK is the largest recipient of EU structural funds targeted at industrial areas in decline, with 31 per cent of the population, more than any other member state, qualifying for such grants.

The UK's £1.6bn (£2.45bn) annual share of EU structural funds is distributed as grants to regions to boost economic activity and create jobs.

"Major problems exist in the UK government's management of the structural funds," the report says. "Key players in the voluntary and private sectors have been deterred from applying for funding because of excessive bureaucracy, conflicting guidance, rigid structures and a general lack of resources to manage programmes effectively."

The report points to delays of up to three years in the allocation of funds for some projects. Small organisations and the voluntary sector have been hardest hit by the government's failure to act once projects have been approved, with many being forced into bankruptcy.

"Programmes regularly start late and approvals are often delayed through inadequate staff in government offices," the report says.

Crucial to the UK's problems is its poor regional structures and the fact that the central government is responsible for managing the funds, the report says.

Mrs McCarthy said even UK government officials believed this had led to a "conflict of interest" since the government was "both the applicant and the manager of the funds".

She said the "lack of accountability" in the UK system was highlighted by the fact that £45bn had been channelled into public utilities such as British Gas and British Telecom, which received funds before they were privatised.

But the consortium was in trouble within a few months of starting production in 1992. Equipment did not work properly and the miners encountered geological

problems. In its first financial year, Monktonhall Mine worked just 23.7m.

In spite of being nearly bankrupt, the miners rejected a takeover bid from RJB Mining which would have valued their stakes at £1,000 each.

Early in 1994 they sold 49 per cent to Waverley for £300,000, which then embarked on a £7m investment programme. In 1995 Waverley decided that a further £15m investment was essential and bought out the miner-shareholders. Each received shares in Waverley.

With Monktonhall going into liquidation, there is now only one operating deep mine in Scotland, which is run by Mining (Scotland), a

consortium in which Waverley has a 21 per cent stake. Monktonhall will revert to the Coal Authority, the successor to British Coal, which administered the immense state-owned mining industry of the past.

Monktonhall, which normally supplies a nearby power station, was placed on care and maintenance in March, when coal cutting was made impractical by the severe inflow of water. The flow has since increased.

"It has reached a point where water was coming in faster than it was being pumped out, and we realised it would take eight months to drain," said Mr William McInnes, the managing director of Waverley.

Amec has been named as preferred contractor to build a semiconductor manufacturing plant at Newport in south Wales, part of a £1.7bn (£2.75bn) investment by LG of Korea. It forms, together with an adjacent computer assembly plant proposed by LG, one of the largest ever inward investments in the UK. Total cost of the semiconductor water plant is expected to rise to more than £10m after spending on plant and equipment. The plants will employ more than 6000 workers. Andrew Taylor, London

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## Scots mine goes into liquidation

By James Buxton  
in Edinburgh

Monktonhall, the troubled coalmine near Edinburgh in Scotland, has gone into liquidation after its management concluded that severe flooding of its only working face had put an end to its continued operation.

Waverley Mining Finance, the quoted consortium which bought Monktonhall from a consortium formed by miners who had each invested £10,000 (£16,200), said it had withdrawn its financial support.

The loss of production and the likely cost of removing the water made his reopening of the mine, which has been run on a "care and

maintenance" basis, since last month untenable.

"Monktonhall became a case of being nearly bankrupt," the miners rejected a takeover bid from RJB Mining which would have valued their stakes at £1,000 each.

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## Oklahoma bomb trial starts ■ McVeigh accused of killing 168

# Internet spurs US fear of fanatics

Americans dug in yesterday for the start of the most celebrated terrorism trial in the country's history, as lawyers outlined the case for and against Mr Timothy McVeigh, accused of killing 168 people in the bombing in 1995 of a federal building in Oklahoma City.

The state of siege is both psychological and physical: the Denver courthouse is ringed by steel and concrete, the jurors are numbered and screened to protect their identity, and everyone involved in the case is under gag order from the court. Nationwide, commemoration of the worst terrorist act on American soil has fed a fear verging on paranoia.

"Expect more bombs," says the headline of a study on anti-government extremism published recently by the Southern Poverty Law Center, which tracks right-wing militia groups. "In the next few years, we're going to look more and more like Northern Ireland," adds Mr Jack Levin, director of Northeastern University's Program for the Study of Violence and Conflict.

Academics and law enforcement experts say the popularity of militia groups has grown since Oklahoma City, with the number of identifiable groups rising by 6 per cent since 1995. The Southern Poverty Law Center says there are now 441 armed groups in 50 states.

But all the experts admit such figures are of dubious

accuracy: most of the groups are tiny, leaderless cells which operate underground, with no overall command structure. And as fanatical individualism is one of the qualifications for membership, it is hard to foresee the groups posing a co-ordinated threat to American domestic security.

Law enforcement experts worry that the Internet could change all that. "The computer is the most vital piece of equipment in the patriot movement's arsenal," says the Southern Poverty Law Center report, using the militia groups' self-proclaimed label of "patriots". "It has given people who might never have crossed paths an opportunity to build alliances based on their common hatred for the federal government."

Using their own PGP ("pretty good protection") encryption software, militia groups maintain web sites and chat rooms on the Internet. There they offer advice on armed combat - including hints such as "incoming fire has the right of way" and "never draw fire, it irritates those around you". But they also run a home-shopping network for everything from material to survivalist videos.

Mr Brian Levin, director of the Center on Hate and Extremism at Stockton College in New Jersey, estimates that the Internet and postal militia shopping business is worth at least \$100m a year.



Scene of the Oklahoma bomb outrage shortly after the blast

Survivalists can learn to preserve food for the coming siege from a video marketed by the Oregon-based Christian Patriot Association, entitled "Dry it - You'll Like It". And for conspiracy theorists, well represented in militia ranks, the patriot presses carry stories with headlines such as "The mark of the New World Order: an ID biochip in your right hand!" - warning of a government plot to implant sur-

veillance microchips in all newborn babies. Hysteria over the presence of rightwing groups on the Internet fuels the general sense of national vulnerability, while the image of the Net has suffered from publicity linking it to the recent mass suicide of cult members in California, and to pornography.

But Mr Jack Levin warns that it is a mistake to focus on the colourful, lunatic

fringe of armed extremist groups. "The real threat is not from the militias but from the mainstream," he says. "More and more Americans are going to the margins for solutions to their problems." More people than ever, especially in the centre, have "given up on America". He believes their motivation is largely economic rather than ideological. "What inspires them is not guns but butter."

Patti Waldmeir

## Brazil may delay selling off mining giant

By Geoff Dyer in São Paulo

The Brazilian government said yesterday the privatisation of the mining giant Companhia Vale do Rio Doce (CVRD), scheduled for next Tuesday, might be delayed because of the barrage of legal actions against the sale.

Mr Antonio Kandir, planning minister, said it was possible the auction would have to be put back a few days, although he was "confi-

dent" it would take place. Over 60 legal challenges have been lodged. Mr Kandir spoke after the supreme federal tribunal, the country's highest court dismissed a legal case brought by the order of Brazilian lawyers claiming the sale was unconstitutional. The court did uphold an injunction which prevents the government from including in the sale 411,000 hectares of land at Carajas in northern Brazil.

Mr José Pio Borges, vice president of the National Development Bank (BNDES), organising the privatisation, said the injunction would not affect the government's plans because it concerned only land rights and did not concern the company's mining rights.

The government plans to sell a 40-45 per cent stake of voting shares in CVRD to a consortium of industry buyers at a public auction at the Rio de Janeiro stock

exchange for a minimum price of R\$3.3bn (\$3.1bn).

Two consortia are planning to bid in the auction. One, called Valecon, will be led by Grupo Votorantim, the largest family-owned company in Brazil, and Anglo American, the South African mining group. Other members include Caemi, the Brazilian mining company, two Brazilian pension funds, Centrus and Sistel, and a group of 12 Japanese companies, led by Nip-

pon Steel.

The other will be led by Companhia Siderúrgica Nacional (CSN), the largest steelmaker in Brazil, and is expected to include four Brazilian pension funds, Suzano, the pulp and paper group, Nations Bank of the US and Opportunity Asset Management, an investment fund.

CSN has also been in talks with Gencor, the South African mining group.

## Hopes for end to tobacco wars as talk turns to financial pay-off

It may be difficult to believe but US cigarette makers and their deadliest foes have been attempting to negotiate a lasting peace in the tobacco wars for three weeks.

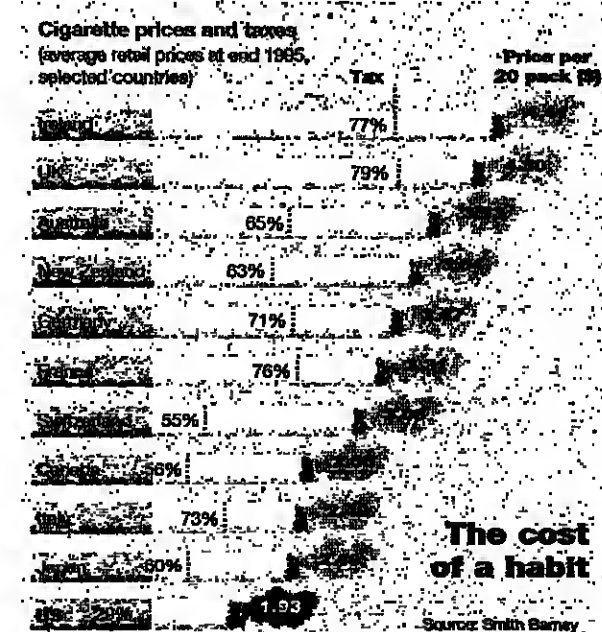
Analysts say the two sides have not reached the stage where they have begun to talk about money: but when they do, the settlement may look rather different from the version so far presented.

According to last week's leaks, the deal under discussion would see US cigarette makers paying \$300m into a smokers' compensation fund over the next 25 years and accepting tough new curbs on advertising in return for immunity from lawsuits claiming health damage or addiction.

Back-of-the-envelope calculations indicate that the financial penalty, though superficially vast, would have little effect on tobacco companies' profits. The net present value of a sum of \$300m paid over 25 years is probably about half that amount in today's money, and in any event could be offset by raising cigarette prices by about 30 cents a pack.

But trickier issues may arise when deciding how the penalty should be applied. If it were to be shared between the tobacco companies to punish them for their perceived wrongdoings, questions would arise over how each company's wrongdoings should be calculated and how the penalty should be apportioned.

The settlement would also have to allow for the possibility that one or more of the



companies might not be around in 25 years.

Another issue arises over the case of new entrants to the market with no history of wrongdoing in the US. Once the US tobacco companies had accepted a financial penalty and raised their cigarette prices, what would prevent overseas companies or newly-formed domestic companies from entering the market and using their penalty-free status to wipe out the US tobacco companies with lower prices?

Mr Gary Black, a tobacco industry analyst at Sanford C. Bernstein, says the solution is simple: company contributions to the \$300m compensation fund would be calculated not by reference to the past, but according to the companies' prospective market share, with adjustments made for any differences in the actual out-turn at each year's end.

"Basically, you can look it as a 50 cent per pack tax: that's how it will work," Mr Black says.

But Mr Martin Feldman, an analyst at Smith Barney, says the levy will not just look like a tax. In fact, he predicts, that is precisely what it will be: a simple, federal tax increase aimed at narrowing the gap between cigarette taxes in the US and those in other countries.

Mr Feldman says that, thanks to a combination of American hostility to taxes and the strength of the tobacco lobby in Congress, US cigarette taxes, which averaged just 29 per cent at the end of 1995, are among the lowest in the world. Nearly all western nations,

and even many developing countries, have higher rates. In Mexico, for example, the end-1995 figure was 53 per cent.

The proposed curbs on advertising, says Mr Feldman, are aimed at closing a similar gap. Thanks once again to the power of the tobacco lobby, restrictions on advertising in the US are much less onerous than those in many other countries.

While the Marlboro Man still rides in the US, for example, he has long since been killed off in Britain under curbs voluntarily accepted by the tobacco industry; and in France, cigarette advertising is banned outright.

"The US has fallen behind the rest of the world in terms of taxation and regulation of tobacco, and the new deal, whatever it might do, will provide a large degree of catch-up," Mr Feldman says.

Even after the catch-up has taken place, US cigarette taxes will still be among the lowest in the west, and the advertising restrictions will be among the least onerous. Yet if the deal goes through as proposed, the tobacco industry will have something that it has in no other country in the world: immunity from the unquantifiable threat of multi-billion-dollar lawsuits.

Seen in that light, cynics say, it is a little less wondrous that the tobacco companies are negotiating with their foes - or that their stock prices shot up on the news.

Richard Tomkins

## California term limits law rejected

By Christopher Parkes in Los Angeles

California's stringent law on political term limits, which bars state assembly representatives from serving more than six years, has been overturned by a federal court amid a storm of protest from Republicans.

The ruling is expected to encourage opponents of similar legislation in 20 other states to follow the Californian example, and is a landmark victory for Democrat opponents of the law, approved in a referendum in 1990. It is also a further blow to the Californian system of legislation by popular ballots on such "initiatives", which has spawned a multi-million dollar lobbying industry and is increasingly hampered by court challenges.

District judge Claudia Wilkins said the state's "extreme version of term limits imposes a severe burden on the right of its citizens to vote for candidates of their choice".

The ban on assembly representatives ever standing again after three two-year terms suggested legislative experience was "undesirable" and that all voters should be prohibited from voting for candidates possessing that trait," she said. Although implementation of the ruling was suspended pending appeal, a bill was immediately introduced in the Sacramento assembly to reinstate a slightly modified version of the law.

It was good for government, said Mr Howard Kalogian, the bill's Republican backer. "It has improved the quality of the people in the legislature by bringing in people from the real world and getting rid of the professional elitist ruling class," he said. Opponents say the lack of experience in Sacramento politics has contributed to a legislative log-jam.

The most eminent victim among those forced out of office by the law was Mr Willie Brown, assembly speaker, last year elected mayor of San Francisco.

### AMERICAN NEWS DIGEST

## Clinton push on treaty

President Bill Clinton yesterday made an eleventh-hour bid to secure the Republican support needed to ratify a treaty outlawing poison gas, ahead of a crucial Senate vote on the accord last night.

He assured Mr Trent Lott, Senate majority leader, in a letter that the US would withdraw from the chemical weapons convention if it proved not to meet several specified conditions. Mr Lott called Mr Clinton's pledge "a major and dramatic move in the right direction" likely to influence his thinking. But Mr Lott did not say how he would vote.

The Senate's decision is widely viewed as a test of Mr Clinton's authority and of political support for continued US international commitments. Mr Clinton's pledges yesterday were designed to meet complaints by treaty opponents who object it is intrusive, unenforceable and ineffective.

Guy de Jonquieres, Washington

### Fujimori popularity soars

President Alberto Fujimori's popularity has soared after the successful raid on the besieged Japanese ambassador's house on Tuesday, an opinion poll showed. A survey by polling agency Apoyo SA conducted the day after the raid showed Mr Fujimori's popularity shot up to 67 per cent from 38 per cent four days ago. Apoyo director Alfredo Torres said. The poll showed 54 per cent approved of the assault, in which commandos rescued all but one of the 73 hostages alive. Only 10 per cent disappeared.

Two soldiers and all 14 of the Tupac Amaru Revolutionary Movement (MRTA) guerrillas died in the 40-minute gun battle.

Mr Yukihiko Ikeda, Japanese foreign minister, arrived in Lima early on Thursday to congratulate Mr Fujimori and hear first hand how the 18-week-long hostage crisis was ended.

Reuters, Lima

### Menem signs airport decree

President Carlos Menem of Argentina yesterday signed a decree to privatise the running of the country's main airports, after congress failed to approve legislation for the sell-off. The first wave of privatisation covers 25 out of 53 airports, including the international and national airports of Buenos Aires. The government will sell a concession to run the airports for 30 years, to a single operator.

The government hopes the winning bidder will make an initial investment of about \$250m in upgrading the airports. Mr Jorge Rodriguez, cabinet secretary, said yesterday more than 15 international companies had expressed interest in running them.

The privatisation has been dogged by controversy. In some airports services such as duty-free shops and cargo deposits are already run by private companies. Air traffic control and security will remain the preserve of the air force.

Ken Worn, Buenos Aires

### Puerto Rico phone sell-off

The Puerto Rican government has put the island's telephone company up for sale. The company, which had a monopoly on telephone services in the US possession in the north east Caribbean, has assets of \$2.2bn. The company, with a network of 1.5m lines, made a \$27m profit in 1995.

Carate James, Kingston

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# UK BUSINESS PARKS

Many businesses are now appreciating that relocating to an out-of-town site can reap a wide range of benefits. Investors, meanwhile, face several hurdles, writes David Lawson

## Tenants focus on efficiency

Finance directors across the UK will be suffering a nasty attack of the jitters in one week's time. Facial tics and endless cups of coffee will not be due only to headlines announcing the tenant of 10 Downing Street.

Friday will be the day when computers are delivering the inevitable glitches of the first month of a tax year. Desks will lie thick with bills - gas, electricity, telephones, cleaning, security and, of course, the quarterly rent demand. All will need processing before the looming weekend and public holiday.

Not a problem to bother the property industry, you might think. Political trends should be far more significant to a sector buffeted by planning controls and watchful for further restrictions on greenfield development and traffic generation.

Wrong. The industry sees so little difference between the two main parties over these issues that it is almost indifferent to who wins power. "The only clear blue water you see in this sector is part of the landscaping on our parks," says one leading agent.

Any further restrictions by either shade of government hold little fear for Mr Patrick Deignan, chief executive of Arlington, Britain's dominant business park developer. That could be put down to the 12m sq ft of unused planning permissions his company has still to exploit. But he prefers to stress that successful developments have already been doing what the politicians want.

"We anticipated these demands long ago by providing facilities such as public transport," he says. "That is what tenants want." This flexing of occupier muscle is the key to the future of the sector. It is the basis of changes which could revolutionise business parks over the next decade.

Mr Deignan points out the "mistaken belief that business parks sprang up only because companies wanted to move out of town to pleasant countryside locations." That factor was important, but the real impetus was to increase efficiency, he says.

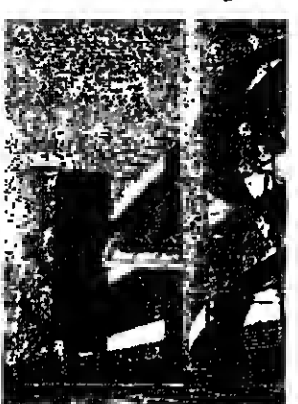
A study by Price Waterhouse, the accountants, showed how productivity has increased among occupiers

after moves onto parks. This is being picked up by a wider band of occupiers, broadening the tenant mix on parks from the original high-tech pioneers.

Accountants KPMG has pulled out of local town centres to centralise audit operations at Arlington's Reading park. Barclaycard moved out of Northampton to a business park. The need for drastic cost-cutting has outlived the recession, however.

In a low-inflation, high-competition economy, occupation costs will continue to come under pressure, says Mr Tim Heatley, head of business parks at property adviser Grimley. How the property industry responds will be crucial to survival.

That means working with



This 112,000 sq ft speculative office development is at Bedford Lakes, west of London

occupiers to further increase efficiency. Those service bills, for instance, take up not only vital cashflow but an enormous amount of staff time. Business park landlords could take over the responsibility. Bulk-buying alone can save as much as 30 per cent on bills such as power, phones and administrative services, says Mr Deignan, who is already testing this kind of service on a couple of his parks.

But he sees even bigger changes before the end of the decade. Moves being pioneered by the government private finance initiative (PFI) could see finance directors facing a single bill each month for all occupancy costs - including rent. Occupiers want to concentrate on their core business rather than fiddle around with property matters, says Mr Deignan.

Business parks could spark this revolution. They are usually controlled - if not owned - by a single decision-maker. That makes it easier to plan and manage communal services such as landscaping, utilities and telephones. Economies of scale also arise when security, cleaning and catering can be supplied for groups of occupiers.

There are big hurdles to leap, not least the attitude of investors, who will bridle at the loss of long leases, regular rent reviews and rising asset values. But another revolution is under way which could help to clear those barriers. The industry is trying desperately to improve liquidity by securitising property - in effect, splitting investments into more manageable chunks. This would suit business parks, which offer a range of occupiers to spread risks and returns.

"Institutions basically want cashflow, and new kinds of management applied to business parks seem an ideal solution," says Mr Andrew Martin, investment partner at Strutt & Parker. Ironically, while politicians foment about restricting greenfield development, there may not be enough parks to satisfy either investors or occupiers by the next decade.

Mr Tony Fisher, head of regional offices at Chesterton, says that apart from a couple of big schemes such as the Prudential's 2.5m sq ft Reading park, no land has been earmarked in south-east England for eight years. Central and local government have to accept that occupiers will not move to poor locations, and get on with planning infrastructure for more parks, he says.

And it had better happen fast. Mr James Kennedy Cooke, of DTZ Debenham Thorpe, points out that the 13m sq ft of existing planning permissions across the country appears to offer eight years' supply but may never be built. A study of tenants shows they demand a high level of amenities, and many sites could not meet their requirements.

"The days of buying a field and chucking up buildings are gone," he says.



Out-of-town parks, such as this one at Farnborough, are able to offer economies of scale to a group of companies on items such as security, cleaning and catering

RETAIL • by David Lawson

## Out-of-town shopping matures

Large companies are pushing up rents - and giving parks a more elegant image

The movement of retailing away from town and city centres has taken the market by storm in recent years. Behind an ugly duckling image of big sheds, paint pots and flashy furnishings is a sector that has easily outperformed every other kind of property. Investment returns held up even in the recession of the early 1990s to average 9.3 per cent in the 15 years to 1995, according to the Investment Property Databank. But there is even better to come.

Tough planning restrictions on new development, growing spending levels and fierce competition for space could

see top rents hitting £70 a sq ft within two years and £85 by the end of the decade, says Mr Edward Farrar of property consultants Colliers Erdman Lewis (CEL). He says there are already examples of as much as £50 per sq ft being offered for sites and deals going through at £38 per sq ft. Only five years ago rents of more than £12 were rare.

These much higher levels have to be put in perspective, however. Retail warehousing has been around since the early 1980s and most is still based on the original food, DIY and furnishings trade. Mr Farrar points out that most are paying around £10 a sq ft. But some large companies such as Next, River Island and Burton are moving in, paying big rents and helping change the ugly duckling image into a more elegant swan.

In fact, the whole

approach is moving towards the glossier atmosphere of business parks. Retail units are much smaller - typically 120,000 sq ft on eight acres. The buildings have traditionally been more basic - essentially just a big tin box which retailers individualise with their logos - but now the neon signs are going up. Values

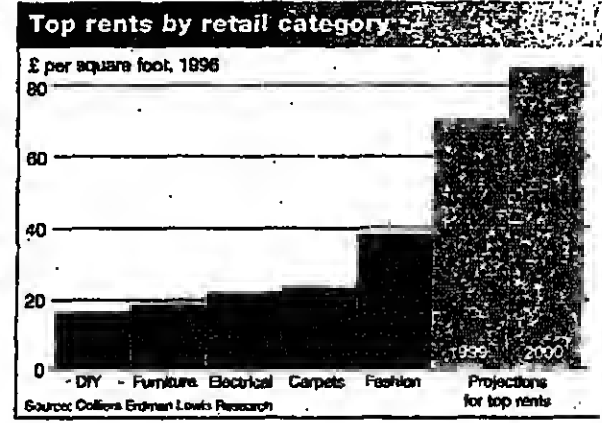
are soaring, however. While still the baby of the property industry, investment in these parks is already worth more than £5bn - about a quarter of the investment Property Databank retail portfolio, says CEL.

The drive towards higher rents is coming from increasing competition and shortage of space, which has

driven large town centre stores to find new outlets, says Mr Gerard Gillingham of Knight Frank. These fight for sites with "open AI" planning consents, which allow almost a free choice of what to sell.

"Institutions have realised that the scope for rent growth is considerable," he says. Even at projected levels, unit costs are lower than town centre sites.

Growth in rentals is likely to be fuelled by the fact that planning controls are becoming more onerous, so demand is likely to outstrip property available. But whether that growth can continue at projected rates is debatable. Tenants such as DIY stores are finding rents a strain and early investors have already stopped buying, citing high prices. But those still looking for a foothold will continue to force the pace, says Mr Farrar.



INDUSTRIAL • by David Parsley

## Quality space is at a premium

Old sites are being rebuilt to become powerful forces in industry again

Away from the dizzy heights of massive office lettings and overseas investment, the property world's less glamorous industrial agent has quietly been experiencing something of a resurgence over the last year. Large industrial requirements continue to be evident in the market place, returns for developers look steady, while rents are rising.

The level of vacant industrial floorspace in the UK has been on a consistent downward trend since August 1993, with availability down by around 21 per cent. The resulting shortage of quality space and limited speculative development has led to a rise in bespoke development, not only in the traditional markets for large manufacturing and distribution facilities, but also at the smaller end of the market in locations where occupiers are unable to find existing property to suit their requirements.

The increases in demand are, unsurprisingly, leading to rent rises. The little prime space available will now fetch up to £5.50 a sq ft in south-east England, a considerable improvement on the rents - as low as £4 a sq ft - being achieved for the same space in the early 1990s.

Mr John Sleeman, who carried out research for property agents King Sturge, says: "The availability of new space has fallen twice as fast since August 1993 as the total for all industrial space. Across England and Wales, new supply fell by just over 50 per cent between August 1993 and the beginning of this year. This reflects very limited speculative development over the past five to six years and stronger occupier demand for new or modern space, compared with older stock."

Mr Sleeman's figures show that at the beginning of this year, new property com-



London Docklands Development Corporation is setting up a business park just to the north (right) of City airport. Norton Healthcare is to move its European HQ, including research facilities, to the park

The industrial property market in England and Wales\*

	Available space	Vacancy (%)**	Taken up in 1996	In pipeline	Later
England & Wales totals	13,286	5.7	1,557	6,104	0,381
North	6,661	4.8	1,012	0,006	0,079
North-west	1,944	5.7	0,432	0,009	0,131
York & Humberside	1,470	5.2	0,068	0,026	0,109
Wales	0,880	8.5	0,087	0,019	0,067
West Midlands	1,616	4.8	0,291	0,010	0,143
East Midlands	1,175	4.7	0,218	0,009	0,094
East Anglia	0,504	5.5	0,049	0,001	0,026
South-west	0,827	5.2	0,144	0,004	0,062
South-east	4,207	7.3	0,484	0,016	0,276

\* Buildings over 100 sq metres, as at mid-December 1996; \*\* of total industrial property

prised only 6.6 per cent of the total available industrial stock, compared with a peak of 23 per cent at the height of the development boom in 1989.

He adds: "In general, statistics support the view that most markets are polarised between a relatively tight supply of new and good quality modern stock and an abundance of secondary industrial premises, for which there is relatively limited occupier demand."

However, investors in older industrial space do not need to give up hope of success just yet. Drivers Jones, the chartered surveyors, and the Investment Property Databank have compared the performance of modern industrial accommodation to older units and found reasons for optimism for those feeling depressed after con-

sidering Mr Sleeman's comments. The research to be published next week, finds that older industrial parks can equal, or even out-perform, their more modern and highly specified counterparts. Between 1990 and 1995, total returns from multi-let sheds constructed during the 1970s were almost double - at 8.7 per cent - the returns from their 1990s counterparts - which averaged just 4.6 per cent. These figures even take into account the cost of refurbishing the older properties.

The 1970s space showed consistently higher rental growth and provided higher returns throughout almost the entire study period, which ran from 1985 to 1995. With regard to location, Drivers Jones found region-by-region performance does

not vary significantly from the national picture, with older industrial parks performing as well or better than modern sheds in all parts of the UK. In fact, industrial parks built in London and the south during the 1970s have shown the highest rate of income return over the last five years at almost 14 per cent, compared with just over 11 per cent for those built in the 1990s.

Mr Howard Richards, a partner at Drivers Jones, says: "It is clear that older industrial estates, particularly those that have been actively managed by entrepreneurial owners, can at least equal the performance of their more modern and higher specified competitors. This can mainly be accounted for by the implementation of positive man-

agement by increasingly sophisticated owners."

Despite the difference of opinion on the situation facing older industrial property, both Mr Sleeman and Mr Richards talk of an improving market. A big reason for this has been attributed to the manufacturing companies themselves, who learnt some hard lessons both in the recent recession and the 1970s.

Automotive components companies are among the most important occupiers in the sector, and are deriving the benefits of inward investment from companies such as Nissan and Honda as well as the home car market. In what is fast becoming a revitalised heart of British industry, the Midlands has shown that sites such as the old Rover headquarters in Coventry can mature and become a powerful force again.

Grimley's national head of business parks, Mr Tim Heatley, believes the West Midlands in particular has reason to remain confident for the future. He is a strong advocate of increased integration of business parks with offices sitting alongside industrial projects.

Mr Heatley says: "Arlington's Coventry Business Park is a good example of a redundant site being rejuvenated by a mixed use development and spurred on by the automotive industry. Since the late 1990s, developers have realised that pure office parks may not always produce the best solution to a site which could also gain planning consent for industrial space."

"As far as the automotive industry is concerned, the Midlands offers a great deal of experience. These companies need a large amount of pure industrial space but will also require some B1 office accommodation."

Like all sectors the industrial property market is clearly improving. It even has solutions for the second-hand elements, which is more than can be said for those glamorous office agents.

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Institutions give conflicting messages over preparations for single European currency

## Central bank hits at Emu 'complacency'

By Wolfgang Münchau and James Buxton

The Bank of England and leading commercial banks yesterday gave conflicting signals about the need to prepare for the European Union's single currency.

The Bank of England, the UK central bank, warned yesterday that some UK-based banks had become "complacent" in their preparations for the single European currency.

Mr Andrew Buxton, chairman of Barclays Bank, ear-

lier admitted that Barclays would not invest the millions of pounds needed to prepare its UK retail branch network for the single currency.

Sir Bruce Pattullo, governor (chairman) of Bank of Scotland, a UK clearing bank, went even further. He told The Scotsman newspaper that "the risks are quite high and the benefits quite modest. I think Emu will happen one day but I think it should be postponed."

The Bank of England clarified later that its warning

was geared towards wholesale operations of UK-based financial institutions, and denied that it was intended as a criticism of a particular bank.

But the conflicting messages suggest that it is becoming increasingly difficult to encourage preparations at a time when Britain's future membership of Emu remains in doubt.

Privately, senior UK officials already admit that German banks and companies are much better prepared because Germany is

regarded as a certain participant in Emu.

In a report about the preparations on the single currency, the Bank of England warned yesterday that "there may still however be some complacency, perhaps because of expectations that the start date for Emu will be delayed. Such a view would be a high-risk strategy."

It added that "the perceived strength of political determination on the part of Continental European leaders" would make a delay in

Emu unlikely. "For planning purposes, the only prudent assumption is that Emu will begin on time," it said.

The Bank also pointed out on the front cover of the report that there were only "428 business days to go before January 1999", the scheduled starting date of monetary union.

Barclays said yesterday that it had a "contingency plan" which it could invoke if the UK was to join Emu in 1999. A spokeswoman said the bank is making full preparations for its wholesale

business and for its retail operations in France, Spain and Portugal.

In an interview on BBC radio, Mr Buxton said "what we won't have done is converted our counters [in the UK] so that they can run on dual currencies, which is what is required just before the changeover".

Mr Buxton said he supported the single currency but added that "Britain should not join in the first round" because of the volatile exchange rate of the pound.

## Strong pound helps widen trade deficit

By Richard Adams, Economics staff

The UK's trade deficit with the rest of the world widened in February, as domestic demand sucked in imports and sterling's strength cut overseas demand for UK goods.

The Office for National Statistics said yesterday that the UK's global trade gap grew to £758m (\$1.2bn) during February. The deficit in January was £535m, revised down from an earlier estimate of £641m.

Excluding oil and "erratics", which includes sales of ships and aircraft, the underlying trade deficit rose £150m to £1.34bn, against a £1.19bn deficit in January.

Export volumes fell 1.5 per cent in February. In the three months to February, non-oil exports were 3.2 per cent higher than in the previous three months. But import volumes grew 6.5 per cent in the same period.

London-based analysts at ABN Amro said cheaper import prices continued to offset the fall in exports. "The strong pound has seen import prices fall more quickly than export prices, with the result that the change in the terms of trade remains positive," it said. Import prices fell 2.5 per

cent in the quarter to February, and export prices fell 1.5 per cent.

The figures show that to spite of the pound's sharp rise over the past seven months, the trend in exports remains healthy. In the three months to February, underlying export volumes were up 0.8 per cent over the previous quarter, and 7.2 per cent higher than a year earlier.

But imports show a rising trend, which could continue for the rest of the year if the pound does not fall.

Many UK companies face faltering exports and employment bottlenecks, according to a business survey published yesterday.

The British Chambers of Commerce's quarterly survey said 95 per cent of medium-sized manufacturers - those with 20-200 workers - and 65 per cent of all manufacturers said sterling's level was causing them problems. Export sales in manufacturing and services were at their lowest levels since late 1993, the BCC said. Recruitment difficulties were also widely cited as a concern.

A "small but growing factor" was that competition from cheaper imports was starting to harm manufacturing and services.

## Commercial property attracts fund managers

By Andrew Taylor, Construction Correspondent

British financial institutions are poised to re-enter the property development market, having spent most of the past 15 years reducing their investment in commercial property, says a survey.

A study of more than 50 institutions by the Axa Equity & Law insurance group revealed that two-thirds of funds were "either positively involved in new development or had a desire to become so".

The funds - including Mercury Asset Management, Clerical Medical Insurance, Standard Life, BT Pension Scheme, Equitable Life, Prudential and Norwich Union -

control investments estimated to be worth more than £40bn (\$64bn).

Their renewed confidence in commercial property reflects a belief that rents and capital values are set to rise following a dearth of new development during the 1990s, Axa said.

Mr Ralph Wood, head of property research for Axa's investment management division, said: "A lot of the better quality space built during the property boom has now been occupied. It is becoming increasingly difficult to find large, modern office space in the most sought-after city centres."

"Retail space also is at a premium following government restrictions on out-of-

town developments."

The funds also expressed concern that rising interest rates could reduce the attraction of rival investments such as equities and gilts.

A fifth of the funds said they expected to increase their investment weighting in commercial property.

Only 8 per cent expected to reduce their weighting. Some 84 per cent said they were more optimistic about the prospects for commercial property than a year ago. Ten per cent were "very optimistic" and none said they were less optimistic.

Since 1981 institutions have reduced the proportion of their investment in commercial property from

almost 19 per cent to less than 5 per cent.

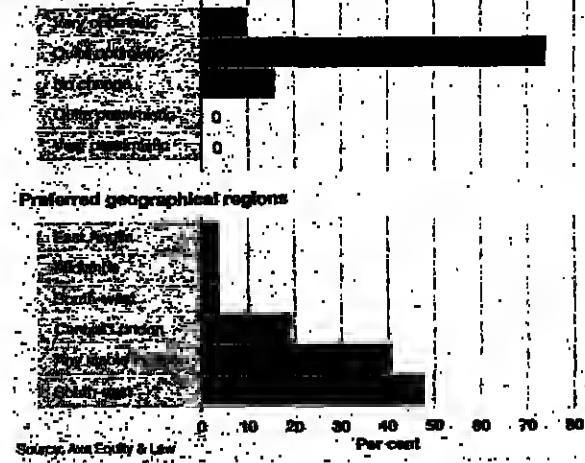
More than two-thirds of the funds told Axa that the attraction of property was to diversify their investment risk. Only 20 per cent said property's main attraction was as a hedge against inflation.

London and the south-east of England were identified by 67 per cent of fund managers as the best locations for property investment.

Retail property was the most popular investment with 86 per cent of fund managers. Most managers believed the property sector would continue to recover, regardless of interest rate rises or which party won the general election on May 1.

### Getting into property

Investors' views of 1997 prospects



Source: Axa Equity &amp; Law

design in engineering, highly sophisticated, integral.

contrast this with manufacturing.

complex, peripheral, suppliers can be remote.

customers are discerning and demanding.

diversity in extreme.

incremental cost reduction and

quality improvement of between

2% and 5% per year is not enough

20% is demanded and delivered.

to survive, let alone flourish,

demands an internal architecture

of the need to change

at every level.

assurance of product quality

must come through confidence in

process capability

cost competitiveness must be

independent of volume.

unreasonable demands

but they must be met.

parts, components and specifications.

yesterday's criteria

today it is modules, systems and functionality.

tomorrow? core competencies

the challenge is dramatic.

we require both the intelligence and

humility to learn from other sectors.

it is change in its most extreme form.

but even when we recognise the challenge,

we don't always know how to address it.

we need not just to think but to behave differently

to create frameworks which encourage rather than restrict

to put theory into practice, for only then can we really learn.

test of we can do it alone

but, ultimately, for change to be sustainable,

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OFFICES • by David Lawson

## Moves being driven by hope, fear

Fresh demand has yet to stimulate a surge in speculative development

Eyebrows jumped when Computer Associates slapped £10m on the table for 200 acres on Junction 5 of the M4 west of London last January. They rose even higher this month when the software giant applied for permission to build a 250,000 sq ft headquarters building. The move follows big commitments to new space over the past year by other big names, such as Cisco Systems, Microsoft, Zurich Insurance and ICL. Most have found it in business parks but Computer Associates showed that it was happy to plough its own furrow.

People within the industry put these moves down to a combination of hope and fear. The former is spurred by steady economic growth, which means many companies are bursting out of existing space. Computer Associates will move more than 500 staff from Slough to give it extra elbow room in its new HQ. The fear is that planning controls will restrict expansion. Companies are, therefore, land-banking - taking extra space for future needs and grabbing individual sites where they cannot find business park space.

This is already raising the spectre of shortages, particularly in the south-east, which has two-thirds of the country's parks. But buoyancy is also emerging elsewhere, with big lettings to BT in Edinburgh and FTP Software in Birmingham.

All good news for the industry, particularly as the surge in demand is reflected in the smaller lettings which make up the bulk of the market. At the 850,000 sq ft Birmingham Business Park 20 deals, including sub-lets, have absorbed 93 per cent of available space, says Mr Andrew Martin of agents Strutt & Parker.

"This has laid the bogey that secondhand buildings could be a problem," adds Mr Tim Heatley, head of business parks at Grimley. It is also encouraging for Arlington, the property developer, which has sold more than 2m sq ft of space across the country in the past 12 months and has just put in plans for a park in Manchester.

The revival has yet to stimulate a surge of speculative development, however. UK park construction rose just 6 per cent in the second half of last year, according to Grimley. This kept availability down to a little over 2.6m sq ft and a shortage of space is blamed for a fall of 35 per cent in the volume of lettings.

Rents are also taking time to respond, although Strutt & Parker/Barber White research estimated 6 per cent growth last year and a capital increase of 4 per cent. Incentives, too, are being reduced. This compares with a total return of 3.5 per cent in the Strutt/IFD Index for the previous year.

Notable deals include more than £30m paid by Friends Provident for the 97,000 sq ft Cisco took at Stockley Park at rents of up to £26.50, and the 6.65 per cent yield on a £10m Stargas purchase of the 40,000 sq ft let to a Kingston Telecom subsidiary in Edinburgh.



AMENITIES • by David Parsley

## More than just a place to work

Achieving the correct balance of additional services can be complicated

Now business parks have become an accepted part of our working lives, those who work on them are beginning to expect a little more than a place to work and a parking space. The only think, it seems, in a business park's armour is the lack of amenities it offers the workers.

Newsagents, restaurants, pubs and gyms are just some of the facilities occupiers are now demanding from business parks, and developers are being forced to rethink site plans.

Selling agents DTZ Debenham Thorpe have been looking closely at these demands, and their findings show that amenities are now a critical issue for occupiers considering relocation to a business park. Developers must, however, be careful in their choice of amenities.

Consideration has to be given to the type of occupier and whether they would be prepared to pay for extras such as conference facilities and leisure clubs.

Mr James Kennedy-Cooke, a director with DTZ Debenham Thorpe, suggests that to achieve the correct balance of amenities is more difficult than may at first seem. Developers cannot assume a bank, newsagent and convenience store will satisfy occupier demands. He believes that the demand for the larger amenities is more complicated.

Mr Kennedy-Cooke says: "Occupiers want, for example, a petrol station, but they don't want the petrol station actually on the business park. The majority want to be able to visit it easily without having it on the park because of the associated increase of traffic within the park. They have similar views on superstores and hotels."

"There is also significantly higher demand for three and four-star hotels rather than

one and two-star hotels. It suggests that an expensive hotel is wanted to raise the image of the park and that because the predominant users will be businessmen whose companies will foot accommodation bills. This removes the need for penny-pinching."

A bank, crèche and gymnasium are generally wanted within a business park's boundaries, as these are the types of facilities that will be used regularly.

Mr Kennedy-Cooke's comments are echoed by those in the property industry responsible for catering to occupiers' needs. Mr Michael Lowe, a director of Arup Associates, has been considering what Stockley Park, to the west of London, should offer its tenants.

Mr Lowe says: "A number of surveys have been undertaken at Stockley Park to generally assess user requirements. The main emphasis has been on the importance of the park-like environment, where landscape, water features and a rural setting are considered highly desirable."

He concedes that the big disadvantage at Stockley Park is the lack of a food

store or delicatessen. This has been clearly identified by users from a survey undertaken in 1994. However, attempts to find an operator have failed because such a store could not be made to pay as it cannot benefit from a wider customer base.

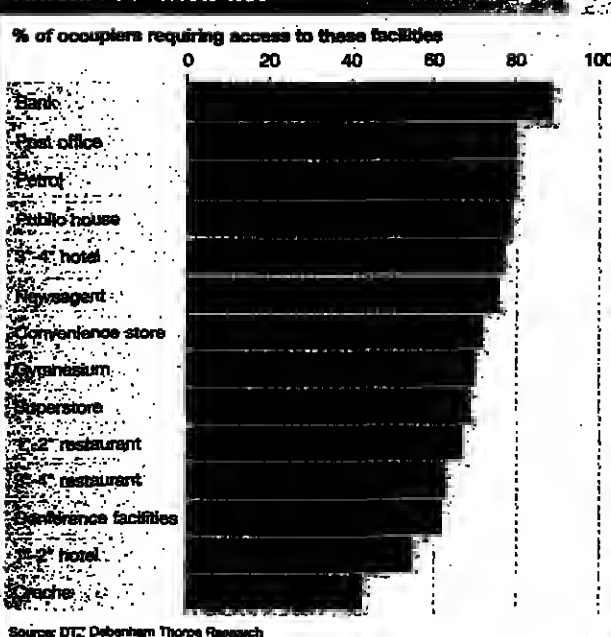
Mr Mike Rolls, an associate director of investment at Prudential, believes that although occupiers' requirements may appear to be simple additions to a business park, some can be a little more complicated.

He says: "The DTZ research suggests that a bank and a post office are the two most sought-after amenities. Although it is helpful to have access to a bank, the difficulty is that there are a number of leading banks and building societies and it would be impossible to have representation from each of them."

Banks are also undergoing a rationalisation programme and are closing branches rather than opening smaller ones. They are even reluctant to install cash machines, because of their high costs.

At the Oxford Science Park, National Westminster

### Amenities 'wish-list'



Source: DTZ Debenham Thorpe Research



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## COMMENT &amp; ANALYSIS



Philip Stephens

## A sterile campaign

Labour's defensive election strategy has squandered the party's most valuable asset - Tony Blair

By common consent this has been the most dispiriting of election campaigns. Britain's Conservatives have been relentlessly negative, Tony Blair's New Labour remorselessly defensive. After five weeks the political landscape lies desolate in a futilely reminiscent of the Somme. The purpose has been lost. What matters now, as then, is that the battle should end.

It will, in six days. Before then the combatants will fire another thousand salvoes of insult and invective. The newly-elected prime minister will duly appear on the steps of 10 Downing Street with a promise of a different future as persuasive as that offered at the Versailles peace conference.

We are told it could not have been otherwise. Even to whisper that this campaign might have been fought differently, that the nation could have been offered hope instead of fear, is to invite the scorn and derision of the image-makers and admen who have prosecuted it.

The Liberal Democrats, it is true, say otherwise. They have been admired for their frankness. Paddy Ashdown, the party leader, deserves credit for a refusal to join his rivals in defining patriotism as anti-Europeanism. He may well do better on May 1 than his present poll ratings suggest. That said, Britain's third party is in the business of niche politics. It has no prospect of forming a government, so it is permitted a certain, sometimes feigned, honesty.

The Tory and Labour spin-doctors have a point when they say their campaigns are a reflection of the condition of modern democracy. It was an Democrat aspirant to the White House, Adlai Stevenson, who remarked it was better to lose an election than to mislead the people. He went on to say it was the duty of politicians to talk sense to

the American people, to tell them there were "no gains without pains". He lost the 1952 election to Dwight D. Eisenhower. President Bill Clinton puts a rather smaller premium on idealism. And Mr Clinton, a role model for many in New Labour, is the first Democrat since Franklin Roosevelt to win two terms.

There is no mystery either in the Conservatives' decision to fight the election as the opposition party. John Major's recent record on the economy is not at all bad. There will be a price to be paid after the election for the tax cuts which came before it, but inflation and growth both running at around the 3 per cent mark are worth having.

Mr Major has precious little else to sell. His new-found Euroscepticism does have resonance on the doorstep. A few days on the road during this campaign has persuaded me that, in their narrow judgment of the mood of the nation, the sceptics are right. The poisonous drip-drip of Europhobia has had its effect. It can be reversed, but that will take years not weeks.

This though is policy foisted upon Mr Major by an ungovernable party. It reminds us how tenuous is his grip. Some of his so-called friends will tell

**There is nothing remarkable or sinister in the election War Book prepared by Tony Blair's advisers and leaked this week by the Tories**

you that if he is re-elected he will be ruthless. By this, they mean his first act will be to sack the pro-European Kenneth Clarke. Surreal though it may seem, others ponder whether the Tory candidates who have so openly decided his wide-and-see approach to the single currency might yet decide to oust a re-elected Mr Major from No 10.

But I digress. The Conservatives have always fought negative campaigns. As Stevenson was seeking honest dialogue with the American electorate, Labour's America Beyond was lamenting that "The Tories, every election, must have a bogey man". The strategy serves the party well. In 1987 the government won on its record, in 1993 and 1995 on the systematic destruction of the alternative.

It is memories of these latter two defeats which lie behind a defensiveness verging on paranoia in New Labour's campaign. There is nothing remarkable or sinister in the election War Book prepared by Tony Blair's advisers and leaked this week by the Conservatives.

Reading it, my reaction was puzzlement as to why so much time and money had been wasted on polls and focus groups to discover what we all knew: the economy and tax are Tory strengths, health and education Labour pluses. Who could be surprised by the revelation that the electorate sees Mr Major as decent but weak and Mr Blair as strong but a touch smarmy?

The document, though, does illuminate Labour's central aim: to ensure the election was fought as much on Mr Major's record and fear of a fifth Tory term as on Mr Blair's prospects. This, it was decided long ago, required elaborate, deep defences. Rebuttal, as Mr Clinton had proved, is effective. The tactic might not be uplifting, but it would pro-

tect the party's poll lead. Fair enough. But I cannot help feeling that in their obsession with the so-called campaign grid, with focus groups and "staying on message", New Labour's campaign strategists have made a huge error. They have needlessly squandered their most precious asset: Mr Blair himself.

I am not certain that Mr Blair's brand of incrementalist politics will work in government. The present grumbling of the leftist intelligentsia is a harbinger of troubles ahead. Many on the left cannot contemplate the passing of the Tory enemy by which they have so long defined themselves. The voters know better that, if ever they could, governments cannot any longer change the world.

What is clear, though, as Margaret Thatcher has been heard to remark, is that Mr Blair is a politician of courage and insight. Neil Kinnock and John Smith, his predecessors, did much to make Old Labour more palatable. Mr Blair has rewritten its ideology, redefined its ambitions and begun to remake its instincts.

And yet five weeks into this campaign, the strength of personality and conviction has been lost in an obsession with synchronisation and control. Mr Blair has been suffocated by his image-makers. The Tory phantom of an evasive, unprincipled opportunist, has taken on substance.

I think it is too late to make a difference to the outcome. Mr Blair is heading for Downing Street, though not by the margin of the opinion polls. Alongside the don't-knows and won't-says, there are legions of don't-care. These people, in whose name the war has been waged, will cast their votes with weary resignation. Doubtless Mr Blair's generals will then proclaim the campaign a triumph. It has not been.

## Immorality of minimum wage which hits 'disadvantaged'

From Sir Alan Walters

Sir, I agree with most of the analysis of Martin Wolf ("A policy with no points", April 22). However, I fear that he ignores the immorality of an "effective" minimum wage. If, for example, a modest £4.20 an hour will be set by the Low Pay Commission, and if the law is universally observed, workers whose productivity is less than £4.20 an hour will be out of a job.

Typically, these individuals will be the "disadvantaged": those with low IQ, with no skills, little education and those just starting

gaining employment. The minimum wage discriminates against the "disadvantaged". Correspondingly, it discriminates in

favour of workers with high productivity. The minimum wage is immoral.

But things are not so simple. In fact, the minimum wage law will not be universally observed. Many employers will flout the law and engage "disadvantaged" workers at less than the legal minimum. Since there is a possibility of a penalty, however, the employers will follow the law in the wage offer to low-productivity workers.

Thus, if the minimum wage law is only partially enforced, the wage rates for the "disadvantaged" will fall in order to compensate the employer for the cost of

enforcing the law. Sir Alan Walters, AIG International, 6th Floor, 320 Leeson Street, London E1 2EU, UK

## UK cannot afford weak leadership

From Mr Cob Stenham and others

Sir, We write in a personal capacity to put on record our belief that Britain cannot afford another five years of weak and ineffectual leadership. Events over the last few days have confirmed our view that the UK needs a change of government.

It is clear the Tories are irreconcilably split over Europe, undermining John Major's authority at home and abroad and preventing him from winning the best deal for Britain in Europe.

We are also concerned at the latest Organisation for Economic Co-operation and Development study showing Britain's relative decline in prosperity, and recent figures confirming an 8 per cent fall in manufacturing investment last year.

These deeply worrying findings are a result of poor macro-economic management and the continuing failure to tackle the alarming education and skills gap with our competitors.

The prospect of a further decline in the UK's relative prosperity and influence abroad under the Conservatives is not acceptable. It is why we believe a New Labour government is essential to our future prosperity.

Cob Stenham, Chairman, Arjo Wiggins Appleton, Lord Paul, Chairman, Caparo, Clive Jones, Chief executive, Carlton Television, Richard Davey, Director, Rothchild Bank, Christopher Hawkins, Chairman, Northern Foods, David Goldstone, Chairman, Regalian, Lord Hollick, Chief executive, United News and Media, Greg Dyke, Chief executive, Pearson Television, David Waterstone, Chairman, Ansaldo International

## No chance of rehearsing this score

From Mr Richard Barry

Sir, It was great to see Lucy Kellaway and Roger Beale ridiculing the fashionable cliché that compares running a company with conducting an orchestra ("If music be the food of love, play on", April 21).

Unlike an orchestra, a business gets no chance to rehearse. It is entertaining to think for a moment what the conductor's job would be like if it really did resemble that of a top business executive. On the podium is the

evening's score. It may be somewhat familiar but tonight's has many variations that he's never seen before.

Standing beside him is a group of people peering out into the darkened auditorium, trying to see which his audience are enjoying most. Every few moments one of the group stops peering and deftly composes some new material, then runs round putting copies on to the players' music stands. Sometimes a

few of the players don't get the new score in time and the resulting bedlam causes some in the audience to demand their money back. And so forth.

If only the cliché were true, and business leaders really did have the luxury of unchanging scores and plenty of rehearsals.

Richard Barry, visiting research fellow, school of engineering, University of Manchester, Manchester M13 9PL, UK

## Position on Unido candidate not yet taken

From Mr Enrique Meyer Medina

Sir, I refer to the article "Unido chief to stand down" (April 22) in which you state the position of the Group of Latin American and Caribbean countries (Grulac) regarding a candidate for the post of director general of Unido. My purpose is to reiterate that the Grulac has always supported Mr María y Campos and, as I stressed during my intervention to the Industrial Development Board, "he has, and will con-

tinue having, the support of the Grulac until the last second of his mandate". Grulac is justifiably proud of his achievements and return efforts and holds him in high respect as an outstanding representative of the Latin American and Caribbean region.

The announcement of the candidature of Mr Gerard Latortue as a successor to Mr María y Campos was made at Tuesday's meeting of the Industrial Development Board by the perma-

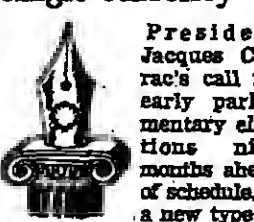
nent representative of Haiti. After this announcement, and according to the procedures of Grulac, the candidature of Mr Gerard Latortue is now under consultation by the governments of the members of Grulac. Therefore, the group I represent has not yet taken a position on this point.

Enrique Meyer Medina, Bolivian ambassador, president, Grulac, Bolivian Embassy, Vienna, Austria

## Europa • Dominique Moïsi

## For the sake of the Union

Chirac's call for an early election is a gamble with the future of the single currency



President Jacques Chirac's call for early parliamentary elections nine months ahead of schedule, is a new type of dissolution in the history of France's Fifth Republic.

Previous dissolutions were justified by exceptional circumstances. The dissolution of 1962 followed the decision by General Charles de Gaulle to introduce direct elections for the presidency. The 1968 dissolution came immediately after the destabilising student revolt in May of that year. In 1981 and 1986, new elections were called after presidential elections by François Mitterrand to give him majorities in the National Assembly of the same political stripe.

But the dissolution this time is much more like the British model where the prime minister can choose the date of a general election for his or her purposes. And in keeping with Gaullist tradition, it represents a further reinforcement of the presidential power of the Fifth Republic.

Only two years into his presidency, Mr Chirac and Mr Alain Juppé, his prime minister, are going back to the French people in a new form of referendum. They are asking for support, searching for a "new élan" to carry through changes and a new legitimacy in pursuing membership of Europe's single currency.

The paradox is that Mr Chirac already has the support of a huge majority in the National Assembly. He is, however, ready to exchange it for a leaner and fitter one - or at any rate a more compact majority that will subdue the divisions inside the conservative camp between his followers and those of Mr Edouard Balladur, the former prime minis-



Point of no return: Chirac's dissolution of parliament is a new departure for France

ter he defeated for the presidency two years ago.

The president also sees an opportunity to take advantage of the electoral weakness of the left and the unreadiness of the extreme right represented by Mr Jean Marie Le Pen's National Front. A new, reduced and therefore more coherent majority would give Mr Chirac a legislature for the next five years that would allow him to push through badly needed reforms to slim down the state and prepare France for monetary union.

Such a vision sounds rational, daring, shrewd - even, according to the polls, popular. The majority of the electorate seems to support the idea of new elections, perhaps as offering a way out of the present mood of gloom.

It is as though politics has become a national sport which can lift the spirits - a supreme artform that can transcend the political boredom seeking the nation.

The plan could backfire, however, if the French refuse to play the role assigned to them - and they have a long tradition of such refractory behaviour. By combining the noble ambition of preparing France for the single currency with the most down-to-earth political calculus, Mr Chirac could endanger the former and find he has miscalculated on the latter.

The result of the ballot will ultimately depend on the election campaign itself. But it offers the French the

opportunity to deliver a judgment about their future, their political leaders and ultimately the single currency. Thus Mr Chirac's decision could have important consequences for France and the European Union.

At a time of increasing alienation between French society and its political leaders, there is a real risk that an election seen as a political manoeuvre will widen the gulf between society and its leaders and add to the confusion over Europe. French voters may react by saying they do not need elections, but jobs. They may also see the election as an admission by the government that measures necessary to enter the single currency will make it much less popular.

The country is in the midst of a crisis of confidence in its future - indeed over the idea of progress. Such pessimism could be reinforced by the decision of a president who appears to believe the mood will be even more gloomy in nine months. While the National Front is likely to be a loser in such early elections, it could, in the end, benefit from a political manoeuvre aimed at containing it.

As for the Socialist party, it is attempting to distinguish itself from the governing parties by opting for "constructive criticism" on Europe. This could lead into a far more destabilising debate on the objectives of

Maastricht and economic and monetary union.

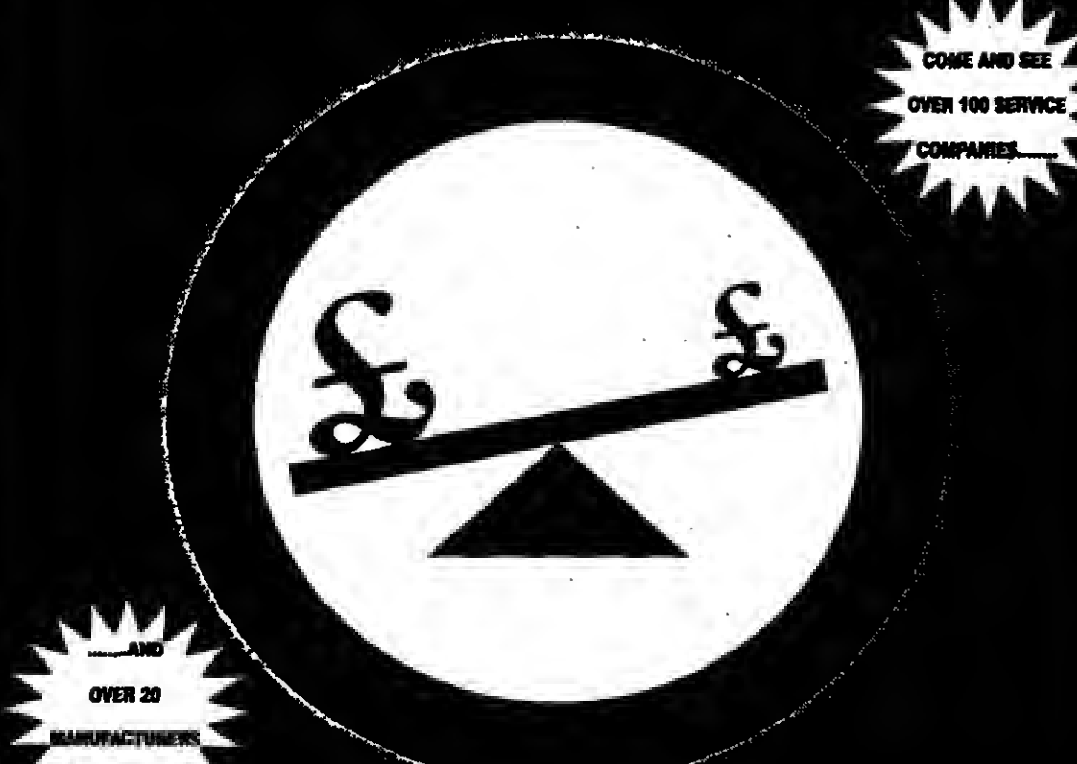
Thus Mr Chirac could find himself enjoying a Pyrrhic victory - or even a defeat. An uncertain victory or, worse, a result with no clear majority would weaken not only the president and his supporters but also the entire European project in the crucial run-up to the launch of the single currency in 1999.

Unlike in the UK, most French voters recognise that France is in Europe and there is no serious alternative to the EU. Yet, though favourable to the single currency, the public do not always understand how the euro, a technocratic project for their leaders, will help in reducing unemployment, their primary concern. The French no longer seem to know what the European project means for them.

In 1996, Jacques Delors, the former president of the European Commission, decided not to enter the presidential race because he feared his involvement would weaken the cause of European unity in France. In 1997, Mr Chirac has called early elections to advance the cause of European unity - and in six weeks, we will know whether his gamble has had the opposite effect.

The author is deputy director of the Paris-based Institut Français des Relations Internationales and editor of *Politique étrangère*. He writes here in a personal capacity.

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## ARTS

The recent American tour of the White Oak Dance Project might well have been titled, "A Portrait of the Dancer". The dancer, of course, is Mikhail Baryshnikov. White Oak's director and, not incidentally, the biggest dance star of the last quarter century. The four works Baryshnikov selected added up to a meditation on the nature of stardom itself. Or to be more precise, on the nature of being Baryshnikov: his fame, his artistry, his turn, as he has aged, from ballet to modern dance. The atmosphere was pensive, muted, at times even melancholy. This was dancing of the mind as much as of the body.

Baryshnikov reached back over 40 years, to Merce Cunningham's *Septet* (1963), for the season's most sophisticated statement. Like its *Satie* score, the dance is spare, careful, mannerly, odd. Its clarity and elegance demonstrate Cunningham's mastery of classical composition. But its iconography shows him moving self-consciously away from classical norms, on his way to the quotidian imagery and formal dissonance that would come to mark his choreographic revolution.

The dance begins with a man darting and capering amidst the calmer figures of three women, an unmistakable evocation of Balanchine's *Apollo*. But if *Apollo* tells the story of a god, *Septet* tells the story of a man dancing *Apollo*. Everyday moments punctuate the solemn hush - a handshake, a double-take. As in *Apollo*, the god chooses Terpsichore over the other muses, but here the others find partners of their own, and the three couples end up dancing together. Hierarchy gives way to equality, the mythic to the familiar: ballet to modern.

With Baryshnikov in the lead role, the dance acquires an entirely new layer of meaning. Here is a man who really has danced *Apollo*. And here is also a man who undertook the same transformation as the dance itself, renouncing the challenge of



Sophisticated: Mikhail Baryshnikov with members of his troupe in Merce Cunningham's 'Septet'

## Dancing of the mind

William Deresiewicz reviews Baryshnikov's White Oak Dance Project

portraying gods for that of portraying men. Late in *Septet*, the three-and-one configuration returns for a slow and hauntingly beautiful reorchestration of *Apollo*'s exalted finale. With Baryshnikov, the inward, elegiac quality that suffuses this section takes on unmistakable overtones of personal reflection, even of loss.

The burden of stardom was most openly explored in *Unspoken Territory*, a solo by Dana Reitz. Long, fluid passages in half-light open and close the work, passages of remarkable concentration and meditative serenity. In

between, a triangle of brilliant illumination at stage-centre generates a very different pattern of action. Baryshnikov now moves carefully along its edges, now simply sits down, ceasing to dance altogether.

Baryshnikov's dancing remains as extraordinary as ever. The decline of his virtuosity in quantitative terms - so many pirouettes, so high a leap - only serves to reveal its essential qualities. As his incomparable physical abilities recede, the intellect that all along

under-girded them comes into sharper focus: the intensity, the subtlety, the wit.

But for all his gifts, all his glamour, Baryshnikov never acts the star. What is most beautiful about his dancing is its purity of purpose - his respect for, even humility before, the material at hand. Always, he makes himself an instrument of the work, never the work an instrument of his own glory. "La danse, c'est une question morale," said Balanchine, and Baryshnikov was listening.

Eric Hawkins's *Journey of*

a *Poet* was also designed as a solo, but Baryshnikov found it too strenuous and restaged it to include the rest of the ensemble. Though he saved some of its most striking passages for himself, however, the piece still makes a good deal less sense in its present form.

To the extent that the work's intention could be discerned, it traded on those tired old Romantic clichés about the poet's lonely path. Much more interesting, to my mind, was Meg Stuart's *Remote*. Rooted to its centre in a checkerboard configuration, the dancers

mark through a long series of fragmentary gestures with ineffable weariness, even disgust.

Eventually the configuration falls apart; at its most obvious level, the piece is about the disintegration of society - another cliché, this one postmodern. But to me it also seemed to be about the experience of being a dancer itself: the endless repetition, the threat of anonymity amidst the ensemble. At its centre was Baryshnikov, at once our most candid star, and our most inscrutable.

## Opera/Andrew Clark

### Satisfying 'Samson'

Scottish Opera's final new staging under its departing general director, Richard Jarman, happens to be Antony McDonald's debut as an opera producer. Both could afford a smile of satisfaction after the opening night of *Samson et Dalila* at Glasgow's Theatre Royal on Wednesday.

Having taken on a company in crisis six years ago, Jarman is leaving it in excellent artistic health, as the finely tuned contributions of orchestra and chorus demonstrate. Scottish Opera makes a virtue of a tight budget: like *Idomeneo* last autumn, the basic design of *Samson* is simple, but the effect is sophisticated. There are still clouds on the horizon - Jarman's successor, Ruth Mackenzie (from the Nottingham Playhouse), will have to sort out the thorny merger of Scottish Opera's orchestra with Scottish Ballet's - but she can count on reserves of morale from a triumphant 1996-7 season.

McDonald's staging, conducted by Frédéric Chaslin, with style, subtlety and Berliozian sweep, is a natural extension of his work as one of Britain's most interesting theatrical designers. Having worked with Tim Albery on *Les Troyens*, among others, McDonald has picked up useful lessons in crowd control: the chorus works as a powerful dramatic force in its own right, but McDonald leaves us in no doubt that what we are seeing is a mass of individuals. He has no shortage of ideas: the way Samson "parts the waves" of fellow Jews in his opening monologue is one example; the tongue-in-cheek treatment of the Bacchanal as part of the ritual humiliation, is another. McDonald must now refine his work with the principals: there was too much empty arm-waving in the central duet, and impor-

tant phrases lacked illumination.

As to the broader vision, McDonald finds an original interpretation without destroying the essence of the piece. The costumes - notably the bordello-pink dresses of the Philistine women - evoke Paris at the time of the Dreyfus affair, but the parallels are never specific, so that the story emerges as a timeless metaphor for the persecution of the Jews. Set on a slanting platform against an abstract horizon, the production matches the changing mood of the music at every step, aided by Wolfgang Göbbel's absorbing shifts of light and colour. Only the suspended horse in Act 3, and the portrayal of Samson as a man of psychic rather than physical power, strike a false note.

Two credible young Americans sing the title roles. Mark Lundberg has the size, sincerity and stage presence for Samson - a definite plus in the solitary confinement of his Act 3 lament. Lundberg's husky timbre will not be everyone's taste, but he is never coarse. Carolyn Sebron's mezzo is a better-schooled instrument, if not ideally sensuous. She has a great figure, and knows how to use it with feline charm: her hot-and-cold tactics in the Act 2 seduction were spellbinding. As a youthful High Priest, Robert Hayward's authentic *baritone herique* would be more effective if he could express a few more shades of villainy. The standard of French is surprisingly good.

In sum, this *Samson et Dalila* is more than just a pot-pourri of beautifully orchestrated tunes and theatrical emotion. It shows that the opera is open to a modern frame of interpretation, and forces us to take Saint-Saëns seriously.



Mark Lundberg and Carolyn Sebron take the title roles in Scottish Opera's splendid new production

### Concerts/Richard Fairman

## Swiss and Swedish bands

Despite the problems of touring in the UK, foreign orchestras still regard a London date as important. Last week two visiting orchestras appeared at the Royal Festival Hall - neither from the world first division, though each is important in its home country.

The more interesting programme came from the Swedish Radio Symphony Orchestra, with its ex-principal conductor, Esa-Pekka Salonen, as artistic adviser and Carlo Maria Giulini as conductor laureate, the SRSO has some big names in association. But for this short UK tour it was the Finnish conductor Olo Kuusisto who introduced them with, naturally, some Sibelius in a confidently-played *Karelia Suite*. There is not much that is distinctive about the orchestra's sound, except for the bright, hard, dominating brass. It is the general impact that counts, and the main work - Tchaik-

kovsky's Fifth Symphony - ended in a rousing finale.

In between, there were two young Swedish singers to wave the flag. A group of ten of Mahler's *Des Knaben Wunderhorn* introduced the promising proto-Wagnerian deep mezzo of Anna Larsson and baritone Peter Mattel. Larsson is still an artist in the making, but Mattel is the real thing, gifted with a beautiful voice and natural expression. Scottish Opera, where he has already sung Don Giovanni, was wise to get in early.

The soloist was also the star attraction at the Tonhalle Orchestra of Zurich's concert two days earlier. The Swiss visitors had succeeded in attracting a somewhat larger audience to hear Radu Lupu in Beethoven's Second Piano Concerto. No matter what he plays, and this concerto was by turns playful and vigorous, Lupu has the ability to hit upon wondrous cases of

calm: the end of the slow movement here sank into depths so still that Beethoven himself might have been surprised.

Unfortunately, David Zinman's Beethoven was not like that. His conducting of the concerto was mostly concerned with the exterior, pointing rhythms and getting wind solos to speak clearly. In the "Pastoral" Symphony afterwards there was almost nothing to note but the dotting of "It's" and crossing of "It's". Speeds were fast and the orchestra's playing was well drilled, to the point where many performances would sound sluggish by comparison, but it was all style and no content. This was not within spitting distance of the inspiring Beethoven brought by another visiting orchestra - the Rotterdam Philharmonic under Valery Gergiev - a few weeks ago.

Swedish Radio Symphony Orchestra sponsored by Vattenfall.

### Theatre

## Too neurotic for words

ing roles, and it is remotely possible that, if brilliantly cast, *Out Cry* might succeed in which case it would emerge as something rare and searing.

Felice and Clare, brother and sister, are actor-playwright and actress working together in a theatre company. They are also locked in a love-hate relationship whose intensity is driven to fever pitch by the fact that they are terrified of life and of the world. The rest of their touring company have left them in the lurch, alone, they put on the play, but their panics keep driving their performance off course and their offstage life intrudes. In Act Two, they discover the audience has departed; and they reach the depths of despair - in which, ironically, they try reverting

to acting out the ending of the play.

In the Cheek by Jowl production, these two roles are played by Jason Merrells and Sara Stewart. Through most of the play, Merrells is more sure of gesture and voice than so neurotic a character would surely be; and, in the offstage scenes, Stewart characterises Clare as a screaming, staring bitch-figure of strident tones and garish behaviour that becomes irritating after 30 seconds and boring after 60.

Admittedly, both actors have wit, physical charm, commitment and nerve, and their Southern accents are almost impeccable. Stewart, in particular, develops as the play proceeds, although the number of times she clutches her hair in alarm is ludicrous. The director is Timothy Walker, who has worked with an impressive range of directors and a wide variety of roles. However, his range does not yet extend to making this kind of exaggerated neurosis *à deux* convincing.

Alastair Macaulay

At the Lyric Theatre, Hammersmith, until May 17.

## INTERNATIONAL ARTS GUIDE

### AMSTERDAM

EXHIBITION  
Rijksmuseum Tel: 31-20-6732121  
● Mirror of Everyday Life - Genre Prints in the Netherlands: survey of 16th and 17th century prints by Lucas van Leyden, Pieter Breughel and others; to May 4

### ANTWERP

OPERA  
De Vlaamse Opera Tel: 32-3-2336808  
● Così fan Tutti: by Mozart. Conducted by Lawrence Rens. Soloists include Véronique Gens, Graciela Araya, Iain Paton and Urban Malmberg; Apr 29

### BERLIN

CONCERT  
Konzerthaus Berlin Tel: 49-30-203090  
● Berliner Sinfonie-Orchester, with conductor Gabriel Chmura and organist Joachim Dalitz in

works by Wagner, Mathus and Brahms; Apr 25, 27, 28

EXHIBITION  
Gemäldegalerie - Bodemuseum Tel: 49-30-209050

● Herren der Meere - Meister der Kunst. Das holländische Seebild im 17. Jahrhundert: exhibition featuring 17th century Dutch marine paintings. On view from 10.00 to 18.00. Artists include Hendrik Cornelisz Vroom, Willem van de Velde and Jan Porcellis; to May 25

### BOLOGNA

EXHIBITION  
Galleria d'Arte Moderna Tel: 39-51-502859

● Materiali dell'Arte. Ricerca a sperimentazione in Italia degli anni Sessanta ad oggi: thematically organized exhibition focusing on the use of unconventional materials in Italian art from the 1960s to the present day. Artists represented include Anselmo, Boetti, Burri, Fabro and Merz; to May 4

### BRUSSELS

OPERA  
Théâtre Royal de la Monnaie Tel: 32-2-2291200  
● Peter Grimes: by Britten. Conducted by Antonio Pappano; Apr 29

### CHICAGO

EXHIBITION  
Art Institute of Chicago Tel: 1-312-4438000  
● Ivan Albright: retrospective of

work by the American artist, featuring 120 pieces, primarily paintings and including 20 self-portraits. Albright's paintings are renowned for their detail - often the artist would only complete one square inch of work in a day; to May 11

### COLOGNE

CONCERT  
Kölner Philharmonie Tel: 49-221-2040820

● Deutsche Kammerphilharmonie Bremen: with conductor Daniel Harding and pianist Olli Mustonen in works by Mozart, Yun and Ravel; Apr 27

### EDINBURGH

EXHIBITION  
Royal Scottish Academy Tel: 44-131-2258671

● Royal Scottish Academy's 171st Annual Exhibition: featuring works by many of Scotland's leading contemporary artists, sculptors, printmakers and architects; to Jul 5

### GENOA

CONCERT  
Teatro Carlo Felice Tel: 39-10-589329

● Daniel Oren and Massimiliano Damerini, with conductor Daniel Oren and pianist Massimiliano Damerini perform works by Gershwin and Ravel; Apr 30, 29

### EXHIBITION

Palazzo Ducale Tel: 39-10-582440  
● Le Meraviglie del Primi Liguri:

display of nearly 200 cave paintings recently excavated in the valleys of Merangie and Fontanella and dating from 3700 to 4300 years ago; to Jun 8

### HAMBURG

EXHIBITION  
Museum für Kunst und Gewerbe Tel: 49-40-2482732

● Haku and Haku: display of 130 works taken from illustrated Japanese Haku poetry books. The exhibition focuses in particular on Taketa Sôchô, author and illustrator of more than 30 Haku books during the 17th and 18th centuries; to May 4

### LONDON

CONCERT  
Royal Festival Hall Tel: 44-171-9804242

● Saito Kinen Orchestra: with conductor Seiji Ozawa in works by Schönberg and Beethoven; Apr 28

### MADRID

EXHIBITION  
Museo Nacional Centro de Arte Reina Sofia Tel: 34-1-4875062

● Juan Soriano, 1937-1997: retrospective of work by the Mexican artist, featuring 45 oil paintings, 12 bronze sculptures and 50 drawings; to May 2

### MUNICH

DANCE  
Cuvillies-Theater - Alte Residenztheater Tel: 49-89-295836

● Giselle: choreographed by Ek to music by Adam, performed by the Bayerische Staatsballet; Apr 27

### EXHIBITION

Haus der Kunst Tel: 49-89-211270

● Tanz in der Moderne - Von Matisse bis Schlemmer: exhibition focusing on dance as a source of inspiration in the visual arts at the beginning of the 20th century. Featured are some 150 works by 37 artists, including Matisse, Kandinsky, Severini, Sonia Delaunay, Archipenko and van Doesburg; to Apr 27

### NEW YORK

CONCERT  
Avery Fisher Hall Tel: 1-212-875-5030

● Juilliard Orchestra: with conductor Bobby McFerrin in works by Mendelssohn, Mozart, Beethoven and Vivaldi; Apr 29

### EXHIBITION

The Metropolitan Museum of Art Tel: 1-212-879-5500

● Giambattista Tiepolo: monographic exhibition of about 70 paintings by the 18th century Venetian painter; ends on Sunday  
● The Glory of Byzantium: exhibition celebrating the Second Golden Age of Byzantine civilization from mid-9th to mid-13th centuries. Beginning with the end of the iconoclastic controversies, the exhibition explores both religious and secular aspects of Byzantine culture and considers the

interaction of the empire with its Christian and Islamic neighbours; to Jul 6

### PARIS

CONCERT  
Cité de la Musique Tel: 33-1-44844500

● Ensemble Intercontemporain: with conductor George Benjamin and violinist Jeanne-Marie Conquer in works by Knussen, Ligeti, Schöllhorn, Grisey and Benjamin; Apr 27  
● Théâtre des Champs-Élysées Tel: 33-1-49525050  
● Akademie für Alte Musik Berlin: with flautists Ernst-Burghard Hise, Marion Verburggen and Ekkehard Hering, violinists Bernhard Fork and Stephen Mall and harpsichordist Raphael Alpermann in works by Bach; Apr 27

### WASHINGTON

EXHIBITION  
Arthur M. Sackler Gallery Tel: 1-202-3572700

● Art of the Persian Courts: exhibition featuring over 100 paintings, manuscripts, drawings, and works of calligraphy which aims to highlight the influence of Persian culture across the Islamic world, from 14th to 19th centuries; to May 4

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UK drops opposition after compromise

## Brussels to get wider power on monopolies

By Emma Tucker in Brussels

Britain yesterday dropped its objections to giving the European Commission greater powers to vet cross-border mergers, clearing the way for a substantial reform of EU anti-monopoly rules.

The changes will speed up regulatory procedures for companies involved in cross-border mergers. The Commission can block or place conditions on mergers that damage competition inside the single market but, at the moment, companies have to seek approval from competition authorities in the member states involved.

Under the rules approved yesterday, the Commission will take charge of cases which are currently too small to fall under its jurisdiction but which require regulatory approval in three or more European Union states. This "one-stop shop" approach was welcomed by industry which said the changes would provide greater legal certainty for European companies.

Britain and Germany were originally unwilling to contemplate handing over more sovereignty to the Commission, under more radical proposals introduced by Mr Karel Van Miert, competition commissioner, last year. But yesterday's compromise watered down the initial plan by introducing more conditions.

"We are certainly in favour of some sort of solution to multiple filings," said Ms Fiona Maro, head of company affairs at Unilever, the European industry organisation. Brussels will now examine mergers which require multiple regulatory approval and involve companies with a combined global turnover of more than £2.5bn and a combined EU turnover of more than £100m. In each of the member states involved in the deal, at least two of the merging companies will have to have revenue of more than £25m.

Approved investment by US companies at the end of January was \$243m, according to statistics from the Myanmar Investment Commission published in official Burmese media. By the end of February, the last month for which figures are available, that amount had leapt up 139 per cent to \$322m.

The \$322m in deals signed in February was a huge increase over the \$214m approved in 1996 and 1997 combined, and consolidated the US's position as the fourth largest foreign investor in Burma, after the UK (including the British Virgin Islands), Singapore and Thailand.

Most of the new investment was in the oil and gas sector, with offshore exploration rights held by Unocal and Texaco being converted into production-sharing contracts.

This distinction is important as the executive order implementing investment contracts to be fulfilled but not allow them to be expanded, modified, or

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Most of the new investment was in the oil and gas sector, with offshore exploration rights held by Unocal and Texaco being converted into production-sharing contracts.

This distinction is important as the executive order implementing investment contracts to be fulfilled but not allow them to be expanded, modified, or

Under the rules approved yesterday, the Commission will take charge of cases which are currently too small to fall under its jurisdiction but which require regulatory approval in three or more European Union states. This "one-stop shop" approach was welcomed by industry which said the changes would provide greater legal certainty for European companies.

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before Brussels can claim jurisdiction.

The British government originally argued that it did not want the Commission to extend its influence over mergers that would previously have fallen to its own Monopolies and Mergers Commission. Earlier this year a dispute flared up between the UK and Brussels about which authority had jurisdiction over a joint venture between British Airways and American Airways, reflecting the UK's sensitivity over such issues.

At the moment Brussels only examines mergers of companies with a global turnover of more than £2.5bn. With the backing of industry, Mr Van Miert originally proposed lowering the threshold to £1bn for all mergers, whether notified in more than two countries or not. Britain and Germany objected to this.

Government accused in EU "poverty" report, Page 8

Washington has said it cannot proceed with the measures until North Korea fulfils its pledge, contained in the 1994 accord, to resume official dialogue with South Korea.

Seoul fears that Pyongyang's latest proposal is another attempt to drive a wedge between South Korea and the US by developing closer ties with Washington.

The issue has put further strain on US policy of constructive engagement with North Korea in pursuit of stability on the Korean peninsula.

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Washington and Seoul proposed these talks a year ago. North Korea has held recent meetings with US and South Korean officials in New York to discuss the proposal.

But discussions were suspended on Monday after South Korean representatives returned home, frustrated that Pyongyang had yet to give a firm answer on whether it would join the four-way talks.

## N Korea sets out conditions for full peace talks

By John Burton in Seoul and Nancy Durne in Washington

North Korea yesterday indicated it would join peace talks with South Korea only after several conditions were met, including food aid, US diplomatic recognition and an easing of trade sanctions by Washington.

Pyeongongyang said several issues must be settled in discussions among the two Koreas and the US before full-scale peace talks, including China, could begin.

Seoul immediately rejected the proposal, saying no concessions could be given until Pyongyang joined the four-way talks to bring a formal end to the 1950-53 Korean war.

"Confidence needed for four-way talks has not yet been built... and, still worse, our equal footing at the talks has not been guaranteed," said Mr Kim Kye-gwan, the North Korean deputy foreign minister.

This apparently referred to the fact that the US and China recognise South Korea, while North Korea has no diplomatic ties with the US.

Pyeongongyang is unhappy that the US has not fulfilled promises made in 1994 to exchange diplomatic offices and ease trade sanctions.

Washington has said it cannot proceed with the measures until North Korea fulfils its pledge, contained in the 1994 accord, to resume official dialogue with South Korea.

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But discussions were suspended on Monday after South Korean representatives returned home, frustrated that Pyongyang had yet to give a firm answer on whether it would join the four-way talks.

North Korea agreed in principle to talks but imposed conditions. Washington and Seoul insist the talks should focus on peace, not diplomatic ties or food.

Editorial Comment, Page 15

### THE LEX COLUMN

## Nomura's new broom

Nomura's short-term prospects look pretty bleak. The securities brokerage is costing its customers and profits as corporate clients switch to rivals to transact bonds and share issues. Even Nomura's own fund management arm is refusing to deal with the brokerage operation at the moment. And on some estimates, its commission income has dropped by a quarter since the scandal broke last month. The group's market share will suffer further if Japan's financial ministry imposes a rumoured trading ban of up to three months. Meanwhile, last year's record income from bond trading is unlikely to be repeated.

The longer-term future depends largely on Mr Junichi Ujii, Nomura's new president. US-educated and a relatively young 51, Mr Ujii talks a good game, promising a faster management structure, open communications and more individual responsibility. But whether he will succeed in cutting costs and reducing the influence of the old guard remains to be seen. While a third of Nomura's board members resigned this week, most are staying on as advisers - as happened in 1991 after the first bribery affair.

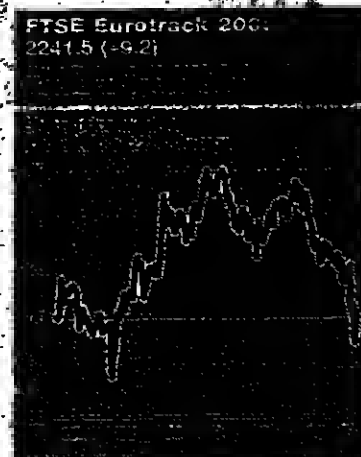
Just as importantly, Mr Ujii will have to push the company into new markets, such as securitisation, once deregulation opens them up. In terms of capital, information technology and people, Nomura's resources still far outstrip those of its domestic rivals. By international standards, however, none of Japan's securities houses looks impressive at the moment.

### Eurotunnel

Is the great poker game between Eurotunnel's lenders and shareholders almost over? An innocent observer could be forgiven for assuming so. But the climax is yet to come, as the current byzantine compromise is put to votes of both groups. Neither will be a formality.

Consider, first, the shareholders. To get the restructuring through, Eurotunnel has to persuade 25 per cent to vote, two-thirds of them in favour. This will be tricky: there are few institutional shareholders and the rest are 700,000 individuals, mostly French and mostly angry.

But why should they cut up rough? After all, the restructuring does retrieve something from the financial wreckage - 70 per cent of post-interest cashflow in the long run. That may not be much. But when the company's debts so far



all the lenders sign up. That still implies a 45 per cent probability that the beautifully crafted restructuring collapses.

Also, says the company, but what if the two governments want to help by extending the tunnel's concession? Eurotunnel has hardly strengthened its case with the risk suggestion of a 934 year add-on. Still, a bail-out is not impossible. The snag, of course, is that it would set an unhelpful precedent for other private finance projects. Furthermore, even if an extension threw up a bit more value for lenders and shareholders, it would not necessarily do much - if anything - to reduce the tension between them.

### Co-op

Members of Britain's Co-operative Wholesale Society may eventually be very grateful to Mr Andrew Regan, the discredited David who yesterday fled from that corporate Golgotha. The CWS took a few sling-shot wounds, but its management proved surprisingly nimble at fighting. Maybe the recent attentions of the capitalist world will encourage it to become as robust as running its businesses.

Certainly, if Mr Regan's lowly-capitalised and complexly-structured Calico can get close to running the largest co-operative movement, it would struggle against a wealthy aggressor with blue chip credentials. And now Mr Regan has spotlighted several pots of gold within the CWS, it is bound to attract more interest. Even if an outsider does not unlock this value, some form of corporate Darwinism looks inevitable. After all, the CWS has demonstrated that autocratic management, protected from the rigours of shareholders and capital markets, will struggle to compete.

The first thing the Co-op should do is introduce greater transparency and change the constitution to make its management more accountable to its members. With this increased incentive for action, it should start doing obvious things: merging its retail business with other Co-op societies, and introducing profitable co-operation between its bank and insurance companies. Mr Regan has made it much more likely that even if this current management team does not deliver this, someone else will be encouraged to do so.

Additional Lex on Laura Ashley, Page 22

## Chrétien set to call Canadian election

Continued from Page 1

showing by the Reform party, the right-of-centre populist group whose main strength is in western Canada.

The Liberals' campaign is expected to centre on the gov-

ernment's economic record. Under then the federal budget deficit has slid from 5 per cent to 2.4 per cent of gross domestic product, helping to drive interest rates to the lowest level in 35 years. Growth has recently accelerated, with real

GDP expected to expand by about 3.5 per cent this year, up from 1.5 per cent in 1996.

The election announcement has been preceded by initiatives designed to bolster support for the Liberals in marginal areas.

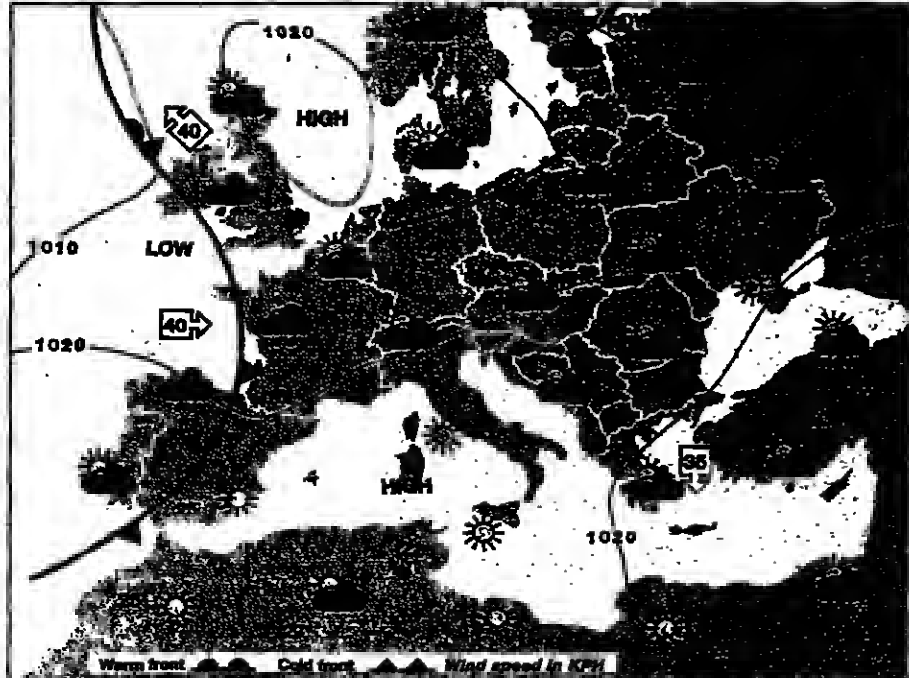
### FT WEATHER GUIDE

#### Europe today

Most of the continent will be sunny or partly cloudy but a frontal system will move in from the west causing thick cloud and rain. Italy and the Balkans will start with clear skies but cloud will develop over the Balkans in the afternoon. Greece will have a sunny morning but cloud will dominate during the afternoon and there will be showers.

#### Five-day forecast

Cloud and precipitation will prevail in western Europe as fronts continue to cross the continent. Eastern Europe, however, will be influenced by high pressure. As a result, it will remain mostly dry, with thinner cloud allowing some sunny periods.



Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

#### TODAY'S TEMPERATURES

	Maximum	Minimum
Abu Dhabi	sun 32	sun 22
Amman	sun 32	sun 22
Amsterdam	sun 18	sun 12
Athens	sun 22	sun 12
Bahia	sun 22	sun 12
Bangkok	sun 28	sun 18
Berlin	sun 18	sun 12
Bombay	sun 28	sun 18
Buenos Aires	sun 22	sun 12
Calcutta	sun 28	sun 18
Cairo	sun 28	sun 18
Cape Town	sun 22	sun 12

Cardiff	sun 18	sun 12
Cebu	sun 28	sun 18
Chicago	sun 18	sun 12
Cologne	sun 18	sun 12
Dallas	sun 22	sun 12
Dubai	sun 28	sun 18
Dublin	sun 18	sun 12
Hong Kong	sun 28	sun 18
London	sun 18	sun 12
Los Angeles	sun 22	sun 12
Lyons	sun 18	sun 12
Madrid	sun 22	sun 12
Manila	sun 28	sun 18
Mexico City	sun 22	sun 12
Moscow	sun 18	sun 12
Mumbai	sun 28	sun 18
New York	sun 18	sun 12
Osaka	sun 22	sun 12
Paris	sun 18	sun 12
Perth	sun 22	sun 12
Prague	sun 18	sun 12

Rangoon	sun 28	sun 18
Riyadh	sun 28	sun 18
Rome	sun 22	sun 12
S. Francisco	sun 18	sun 12
Seoul	sun 22	sun 12
Singapore	sun 28	sun 18
Stockholm	sun 18	sun 12
Sydney	sun 22	sun 12
Taipei	sun 28	sun 18
Tokyo	sun 22	sun 12
Vancouver	sun 18	sun 12
Warsaw	sun 18	sun 12
Wellington	sun 18	sun 12
Winnipeg	sun 18	sun 12
Zurich	sun 18	sun 12

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## COMMENT &amp; ANALYSIS

## FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL  
Tel: +44 171-873 3000 Telex: 922186 Fax: +44 171-407 5700

Friday April 25 1997

## North Korea's cold wind

True to form, North Korea has raised some awkward questions with its response to the invitation from the US and South Korea to begin international negotiations on reducing regional tensions. Much rides on Washington's reaction.

Pyeongyang is not only demanding more food aid, but also diplomatic recognition from the US and an end to trade sanctions. This has met a negative response from Seoul, but recognition and trade were promised in 1994 if the North gave up its nuclear programme, which it has done.

North Korea can argue that it simply wants to see the US living up to its side of that bargain before proceeding further. Diplomatic recognition by the US would help to protect it against the risk of being bounced into the arms of a much stronger south. But in considering these demands, the US must decide whether it is being duped into propping up a regime that deserves to fall.

The government of Mr Kim Jong-il has no democratic credentials. Together with his late father he has presided over seven consecutive years of economic decline, and there is growing evidence of mass starvation.

The question is whether to continue looking for a soft landing, with a gradual liberalisation that would allow North Korea to be absorbed into the South without military or economic shock. Or has famine pushed the North to a point where collapse is imminent?

The risks in both outcomes are large. To continue seeking a soft landing would mean living for several more years with the threat posed by North Korea's

military. The Korean peninsula would remain one of the most dangerous flash-points in the world, and the west could be blackmailed into making concessions on food and energy.

The economic costs of a premature North Korean collapse would also be great. Although South Korea would not have to fund welfare payments on the scale of West Germany after unification there, it would have to absorb North Korea's labour force with serious consequences for its own wage levels and employment. It would need generous financial support from the outside world.

Efforts to engineer such a hard landing might provoke a military response from a desperate regime which is thought able to launch missile attacks not only on Seoul but also on Japan.

Mr Kim is tenacious. So far he faces no popular challenge to his authority, despite the hunger. If he survived an attempt to starve him out, he would certainly resume his menacing nuclear programme.

The US approach must partly depend on an assessment of whether the doves in Mr Kim's entourage would be strengthened by more conciliation, to the point where they could deliver a peaceful transition. But the extent of the looming famine is narrowing the options.

The US cannot easily meet conditions that mean recognising and propping up a regime which spends massively on defence while its people starve. That suggests the outside world should start making contingency preparations for turmoil in the North. This game cannot be spun out indefinitely.

## Culture clash

Earlier this week Beiersdorf, the German company best known for its Nivea brand of skincare products, announced a restructuring plan involving 700 job losses. The shares promptly fell DM43.30 to DM56.10.

Compare and contrast with the UK or US where similar announcements have the opposite effect. When Mr Al Dunlap arrived at Sunbeam Corporation last year, the stock price soared nearly 50 per cent. In no time "Chainsaw Al", as he is known, had produced a plan to slash the workforce by half. More happy noises from Wall Street.

How, then, can the German reaction be rationalised? It might, perhaps, reflect a certain literal-mindedness on the part of German investors, since profits will be hit by a heavy restructuring charge. It may be merely a technical reaction. But one intriguing possibility is that investors sensed a longer-term loss of value.

In most German companies employees are offered security, skills and career development in exchange for a commitment to use their skills in the company's interests. This implicit contract facilitates long-termism. It has made a big contribution to the competitive advantage of German companies.

The problem with such a system is that if downsizing is required, the implicit contract is threatened. While German employees are less brutal than Americans in handling redundancies, the remaining workforce's sense of commitment may nonetheless be eroded.

Yet this is not as un-American as sometimes assumed. Implicit contracts, reflecting the value inherent in relationships between management and others groups such as customers, workers, shareholders and suppliers, clearly exist in most sizeable US or UK businesses.

In some cases downsizing may thus impair value rather than increase it. The loss will be exacerbated if downsizing is accompanied by ill-judged boardroom pay rises. Indeed, there is growing academic evidence to back the logic of this week's call by Mr Stuart Hampshire, chairman of Britain's John Lewis Partnership, to cut the earnings gap between the board and the workforce. If employees' sense of fairness is disregarded, competitiveness may suffer as loyalty falters.

How well the stockmarkets capture such values is moot. Companies should do more to highlight their existence.

## Fund failures

Another market scandal, another premature, ill-judged regulatory reform?

The Investment Management Regulatory Organisation and the Bank of England are considering an increase in the capital adequacy requirements on fund managers. Mr Peter Young's exotic behaviour at Morgan Grenfell Asset Management and rule-breaking at Jardine Fleming exposed dangers in the staid world of fund management previously thought confined to glitzy areas such as derivatives.

Capital rules are more usually imposed on banks. Because of links between banks and the term structure of their assets and liabilities, the collapse of one can quickly spread to many others. In contrast, failure of a fund manager would not drag others down. And the separation of client and company funds means that investors will be inconvenienced by a failure, but rarely impoverished.

Fund managers do need capital for other reasons. A run on a unit trust might cause problems for managers if they had to liquidate investments quickly and shrink the company's cost base to reflect reduced income from charges. But fund managers anyway keep a capital cushion against such eventualities. Mer-

cury Asset Management's recent standby loan of £250m shows that companies are keen to reassure investors. The regulators have yet to prove that, left to their own devices, the fund managers' cushion would be inadequate.

The regulators can do nothing about the main source of uncertainty: investment risk. An endemic cult of performance means investors often base their decisions unwisely on growth over a very recent period and companies turn to a system of "star" managers. Investors and companies can both be blinded by success, and forget that higher returns can rarely be earned without greater risk.

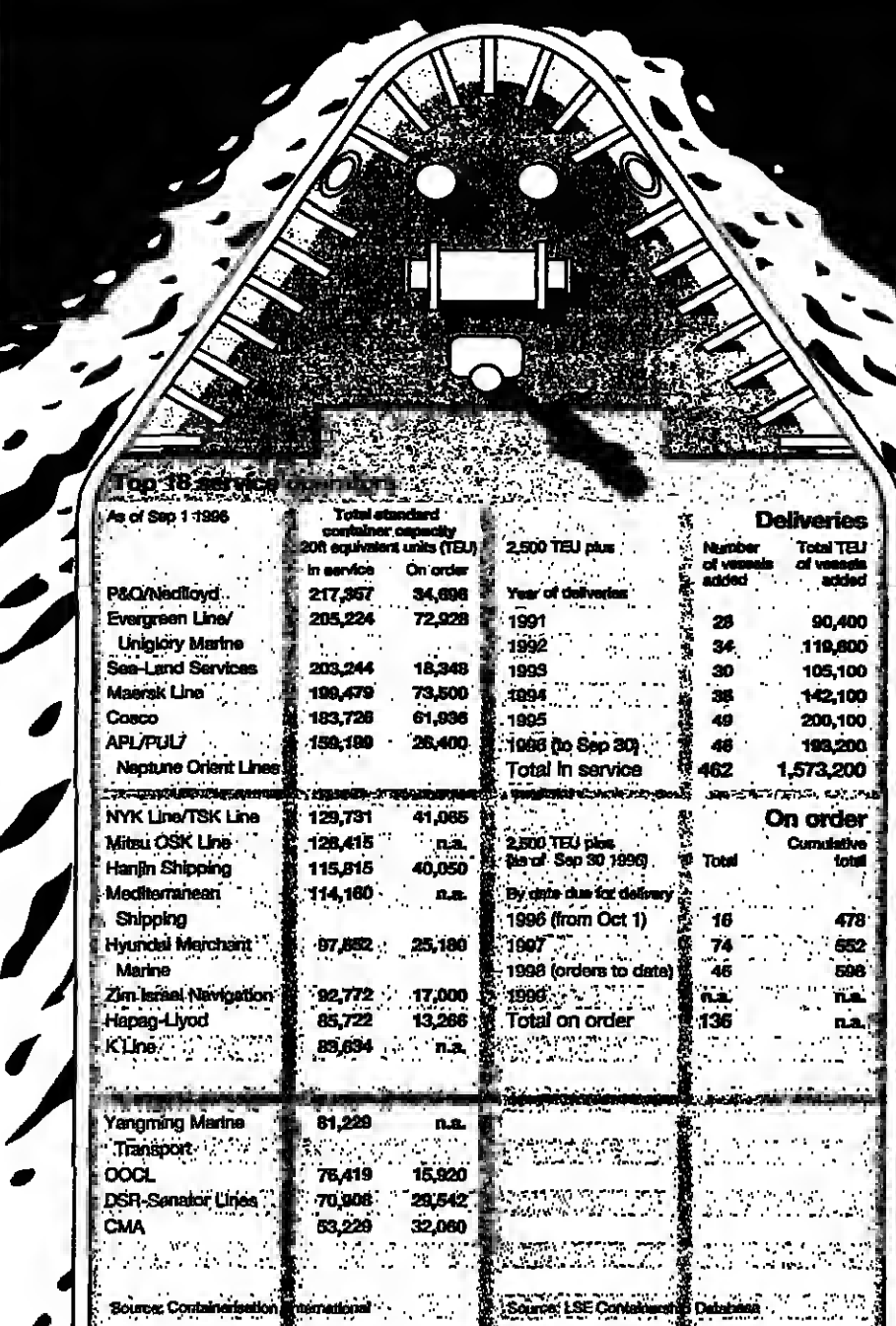
Capital adequacy rules might also act as a barrier to competition from companies without wealthy parents. Already the top five manage two-thirds of total funds. The risk for investors is that this small group could operate as a cartel.

Finally, there is the risk of negligence or fraud. Recent scandals suggest the main problem is incompetent management, not inadequate regulation. Internal controls need strengthening and the roles of auditors and professional trustees clarifying. Capital requirements are not the answer.

# Choppy waters ahead

Declining returns on container operations are behind the recent spate of shipping mergers, writes Charles Batchelor

## Container shipping: a fragmented industry



main reason for this constant downward pressure on rates and profits. This looks like getting worse with a record level of new orders as owners buy larger, more modern and more efficient vessels. Competition for shipbuilding work around the world means they can obtain good credit terms to build.

Ships capable of carrying 1.1m standard containers are currently on order, according to Containerisation International. This compares with existing world capacity of 4.8m containers - giving an order book equivalent to 22 per cent of the existing fleet.

Ships are also getting larger. Their size was for many years constrained by the locks of the Panama canal - even though many never passed through it. But in the late 1980s, American President Lines ordered a ship 33m wide; previous maximum width had been 32.2m. P&O recently ordered four ships with capacity for 6,000 containers, and designs have been drawn up for some shipyards for 8,000 container vessels.

At the same time engine speeds have increased from about 22 knots to 24 knots. In addition, more sophisticated sailing pat-

terns and closer co-operation between shipping lines on route-sharing agreements could help lift capacity by more than 25 per cent this year, and a further 20 per cent in 1998, according to a survey by Lloyd's Shipping Economist, a trade magazine.

The old-established European and north American shipping lines are also facing competition from new Asian lines, many of which receive subsidies from their governments as an arm of their trade policy.

Evergreen of Taiwan - founded as a one-vessel company in 1968 - was leader of the container ship-

ping league until the P&O/Nedlloyd merger. Other large but relative newcomers to the industry include Harjin Shipping of South Korea and Cosco of China.

The pressure on established shipping lines has mounted with the breakdown of the shipping conferences - agreements between companies to set cargo rates and capacity levels on important routes. Shippers' organisations and regulators see such organisations as unfair restraints on free trade which have delayed efficiency improvements.

"The shipping lines are not as unprofitable as they claim," says Mr Chris Welsh, secretary general of the European Shippers' Council. "The changes which are now taking place in the industry will give new opportunities to drive out costs. The liner conference system has not been very efficient over the past 15 years."

The European Commission has levied fines on the Far Eastern Freight Conference and is challenging the Trans-Atlantic Conference Agreement, a conference of 15 shippers on north Atlantic routes.

Although the shipping lines are attempting to defend the conference system, it is already being replaced with more loosely constructed alliances. These impose fewer rules on their members but are broader in their geographical scope.

They allow members to combine their schedules and jointly negotiate access to port terminals. Crucially, to avoid the regulators' scrutiny, they do not agree common rates.

Three alliances have been formed between the large shipping groups with P&O teaming up with Hapag-Lloyd, NYK and Neptune Orient in what is known as the Grand Alliance. Meersk

has linked with Sea-Land, and Nedlloyd has got together with Orient Overseas Container Line, American President Lines and Mitsui-OSK in the Global Alliance.

The shipping lines see the alliances as a means of reducing costs by up to \$100 per container a year or a total of \$1.3bn. Hapag-Lloyd calculates that the four members of its alliance have each achieved savings of \$10m over the past two years, though the initial costs of establishing the alliances have reduced this amount.

However, these arrangements have come under pressure from the current wave of mergers, which is bringing together partners from competing alliances. P&O and Nedlloyd have said they will announce which of their two alliances the merged company will join in the first half of 1997. Neptune and American President Lines face a similar choice.

But there are limits to what can be achieved through alliance arrangements and, despite being relatively recent arrivals on the shipping scene, their value is already being questioned by the bigger shipping lines. They cannot deliver fast decision-making, close co-operation between managements and the opportunity to make really large cost savings.

"In an alliance you still compete," says Lord Sterling, P&O chairman. "Once you go across borders companies become very protective. Alliances are not dead but their members will have to think carefully about how they operate."

Hence the wave of mergers, which offer much more significant savings. The merger between Neptune and American President Lines is expected to produce savings of \$130m on joint annual turnover of \$4.1bn, according to Mr John Pachter, a director of APL.

And when P&O and Nedlloyd announced their container merger in December, they expected to make annual savings of \$200m on business worth \$4bn. Now they have been able to look more closely at combined purchasing opportunities, information technology systems and port terminal costs they believe they can "comfortably exceed" this figure.

Combining cultures and management styles across borders is not easy. And regulators are often unwilling to see national flag-carriers pass into foreign hands. The merger between Neptune and American President Lines, for example, must be approved by the US Maritime Administration, which provides subsidies to US shipowners.

But even this latest round of mergers and alliances still leaves a highly fragmented industry in which more than 750 shipping lines provide container services, with the top 20 companies accounting for just 41 per cent of the business. There is still plenty of room for further consolidation.

"This is going to remain a competitive industry and anyone who believes conditions will get smoother is wrong," says Mr Wrede of Hapag-Lloyd.

Additional reporting by James Kyngie in Singapore and Nancy Dunne in Washington

## OBSERVER

### Dream team for Tokyo?

Three important vacancies at the US embassy in Tokyo have attracted the attention of officials of Japan's ministries of finance, foreign affairs, and international trade and industry.

There has been much discreet lobbying, and apparently officials have high hopes of a new team being more sympathetic to their concerns than the last.

Tom Foley, former Democratic speaker of the US House of Representatives, who lost his seat in 1994, is expected to get the job of ambassador, recently vacated by former presidential candidate Walter Mondale.

Deputy chief of mission seems likely to be veteran state department official Christopher Laffey, who on a previous posting to Japan met and married the daughter of former prime minister Kiichi Miyazawa. Typed as chief economic adviser is Kent Calder, a Princeton professor specialising in Japanese affairs.

Ministry officials, who privately refer to the three as "Japan Inc's dream team", would welcome a change from the tough-talking Mondale, who didn't shrink from speaking out on thorny issues, such as the trade disputes which are such a

feature of US-Japan relations. Foley, by contrast, developed a reputation for stolid reliability during his time as speaker, throwing the rumbustiousness of his successor Newt Gingrich into sharper relief. The American business community in Tokyo can't wait for the outcome.

### Sitting target

Afghanistan's Islamic fundamentalist Taliban fighters are differing over whether to blow up what was one of the country's main tourist attractions when there were still tourists to attract.

Persian Buddhist conquerors in the 3rd or 4th century built a 55 metre statue - still the tallest standing Buddha in the world - in a niche in a cliff beside the Silk Road trading route. After the area became Islam, its face was carved off under the Moslem prohibition on portraying a deity's face, then a thousand years of Islamic rulers left it alone.

The Big Buddha, and its 35 metre neighbour, were heavily advertised to tourists in the 1980s and 70s, but caught a rocket-propelled grenade - still unexploded - in the chest during the anti-Soviet war in the 1980s. The fundamentalist Taliban in the latest civil strife are now only 60 miles away and frontline commander Abdul Wahid says

he'll end a millennium of toleration by dynamiting the cliff, because the statue represents an "infidel" religion and is of no scientific or historical value.

The Dm and strongly-Buddhist Sri Lanka have led international protests, bringing a statement from Kabul that no decision had yet been made. The outcry hasn't impressed local people. "We have been shot at, blown up and killed for years, and the world is only concerned about a statue," complained shopkeeper Mohammad Shah.

### Deadweight loss

Looks like Tonga should be more careful when it's offered a present, especially one that floats. Eighteen months after France gave the South Pacific nation a tanker as a reward for not objecting to French nuclear tests, she still hasn't carried a single paying cargo and has been laid up for months in New Zealand for about \$3.5m worth of work to make her seaworthy.

Tonga proved a good chum to France in 1995 when it carried out a series of nuclear tests at Mururoa Atoll. While other Pacific states raged, Tonga refused to criticise. The 25-year-old 2,200 tonne former military tanker Lomipeau was part of an aid package from a grateful France, but when the

Tongans offered her services to BP and Shell, both said she was not up to standard. The French embassy in Wellington says Tonga knew perfectly well that the tanker would need a lot of work.

The incident reminds Tongans of the gift of two naval patrol boats from Australia which Prime Minister Baron Vaea later said were not practical and had been costly to run. Next time, friends offer a gift, maybe Tonga should take the money.

### French kisses

Paris in the spring: a city of love, romance, and double-entry bookkeeping. Next week the 2,700 partners of Arthur Andersen and Andersen Consulting hit town for the annual meeting of their umbrella body - Andersen Worldwide - in the vast Palais des Congrès, a state-of-the-art conference complex with electronic voting buttons at every seat.

But all is not lovey-dovey. The two sides of the Andersen empire occasionally tussle over the same clients. Andersen Consulting, once the junior partner, now earns bigger bucks than its venerable senior. So are divorce proceedings about to start? Possibly, but most of the talk is about kissing and making up. Must be that Paris air.

## Financial Times

### 50 years ago

The French Budget  
Paris, 24th April. In a final effort to balance the ordinary Budget, the Cabinet has adopted a proposal by the Finance Minister, M. Schuman, to impose on each ministry an immediate reduction of its expenditure by 7 per cent. It is hoped by this means to fill the present gap between total estimated expenditure of Frs.612 milliards and revenue of Frs.580 milliards. M. Schuman dwelt on evidence of the halt in the rise of prices, on the increase of industrial production and on the improvement of the free market rates of the franc abroad.

Dutch Deficit Problem  
Amsterdam, 24th April. This year will be a strenuous one for the Netherlands because, against all expectations, imports at anticipated high prices, exports will remain relatively low. The large gap must be bridged by liquidation of foreign assets and by foreign loans. This is the background of the Finance Minister, Professor Liefstuck, the deficit in the payments balance for 1997 is estimated at 2,234 million guilders against recent estimates of 1,400 millions.



# SSAB to lift prices in second quarter

The higher raw materials costs had not yet significantly affected earnings.

SSAB said that a comprehensive analysis on costs, launched in 1998 and due to continue this year, was paying off. Operating costs fell from SEK3,856/m to SEK2,756/m.

# Eni chief sees future in oil 'federations'

tion is complex and long-term," says. "It's deeply rooted in the culture of our people, and even our international operations are linked to Italy. Our people abroad are simply appendages of the Italian headquarters."

**Robert Corzine**

## Profits at Scania almost halved

Greg McFarr, Stockholm

## Stena remains in the red

Greg McInoo

## CU France in deals with Suez

**Andrew Jack, Park**

## Puma advances to DM30.6m

Robert Boyle, *Frankfurt*

## French insurer raises Fr4.4bn

1990

## Anglogold follows trend as profits dip 34%

Capital expenditure at all levels has increased but by a much smaller amount than the increase in mineable reserves. On this basis, the Government is confident that the trend of rising capital expenditure, which increased by 38 per cent in the December quarter.

Mr Godsell said increased expenditure to prolong the life of mines had always depended on the strength of the gold price.

## Fiat posts small advance

core car business, where turnover rose almost 6 per cent to L11.826bn.

Last year, cars accounted for 54 per cent of sales, but this climbed to 57 per cent in the 1997 first quarter, when Fiat sold 628,000 cars, a 3.7 per cent increase on the same period the previous year.

There was a strong increase in domestic sales, thanks to government incentives to trade in cars aged 10 years and over.

# BCH rise signals sustained recovery

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# Battle lines drawn over Retevisión

## Tom Burns reports on the contest for Spain's second fixed-line telecoms operator

before May 12, when a two-month period opens to which prospective buyers have to enter final bids. These changes will in turn reflect shifts in global telecom alliances.

The field would narrow to just two contestants: the trust's Global One partners, which

**candidate: the head of the telephone to take off**

have joined a consortium backed by Renfe, the national railway, and led by Telefonos Central Hispano, a big domestic retail bank and second group that would join together most, if not all, of the other international operators that have expressed interest in Rete

Unisource is an obvious candidate for joining the AT&T-Manusmann consortium, because it is the US group's strategic ally in Europe. Unisource has first rights to serve its links with Telefonos before taking a stake in Retevisión.

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# FINANCIAL TIMES COMPANIES & MARKETS

Friday April 25 1997

Week 17

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## IN BRIEF

## Procter & Gamble profits rise 16%

Procter & Gamble, the US consumer goods company, improved on a relatively weak performance at the beginning of last year by reporting a 16 per cent increase in net profits to \$881m for its fiscal third quarter to March. Page 21

**AngloGold reports falling output**  
AngloGold, the gold division of Anglo American, joined rival South African gold producers JCI and Randgold by reporting lower profits and a decline in gold output for the March quarter. Page 18

**Eurotunnel cuts losses by \$131m**  
A 71 per cent increase in revenues during its second full year of operation enabled Eurotunnel, the operator of the Channel tunnel, to cut its losses by \$131.22m to \$1.04bn in the year to December 31. Page 22

**Co-op begins private prosecution**  
The Co-operative Wholesale Society started a private prosecution of Mr Andrew Regan only hours after the 31-year-old businessman's \$1.94bn plan to take over the Co-op collapsed because a main financial backer pulled out. Page 22

**Dow Chemical beats expectations**  
Dow Chemical became the latest in a series of US chemical companies to beat analysts' earnings estimates, coping better than expected with currency moves and pricing pressures. Page 21

**Softbank benefits from US performance**  
Strong performances from its US subsidiaries boosted profits at Softbank, the fast-growing Japanese computer software, publishing and exhibition company. Page 20

**MCI maintains pre-tax profit position**  
MCI, the US telecoms group planning to merge with British Telecom, reported this year, saw first-quarter profits before tax held to the same level as last year as a result of heavy investment in local US markets and abroad. Page 21

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## Chief price changes yesterday

FRANKFURT (DM)		PARIS (FF)	
CDG Airlines	138	CDG Airlines	138
Ind. Vieux	400.0	Ind. Vieux	400.0
Parade	2120	Parade	2120
SAP AG	307.8	SAP AG	307.8
Schweitzer Lab	394.7	Schweitzer Lab	394.7
DFW	140	DFW	140
NEW YORK (US)		TOKYO (Yen)	
Comp. Amec	48 1/4	Comp. Amec	48 1/4
IBM	129 1/4	IBM	129 1/4
MSIC Inc	25 1/4	MSIC Inc	25 1/4
Paige	17 1/4	Paige	17 1/4
Broad Tech	30 1/4	Broad Tech	30 1/4
Conrail	20 1/4	Conrail	20 1/4
US Airways	20 1/4	US Airways	20 1/4
LONDON (Pence)		HONG KONG (HK\$)	
Alcoa	150	Alcoa	150
British Steel	70	British Steel	70
Castrol	157	Castrol	157
Shell	194	Shell	194
Unilever	275	Unilever	275
Vickers	202 1/2	Vickers	202 1/2
TOKYO (Yen)		HONG KONG (HK\$)	
Alcoa	3.5	Alcoa	3.5
British Steel	3.75	British Steel	3.75
Castrol	19.75	Castrol	19.75
Shell	3.40	Shell	3.40
Unilever	0.20	Unilever	0.20
Vickers	7.8	Vickers	7.8

New York and Toronto prices at 1230.

## ICI profits fall by two-thirds

By Jenny Luesby

Imperial Chemical Industries' status as one of Europe's leading chemical companies took a further knock yesterday after it announced that pre-tax profits in the first quarter had fallen to a third of their level a year ago.

It also emerged that the company last year bid for the chemicals division of Unilever, which has since been put up for sale. It is understood that Unilever decided against negotiations with the chemicals group because it believed it could secure a better price through an open sale.

ICI refused to comment on whether it was still interested in the Unilever division.

## UK chemical company's failed bid for Unilever speciality businesses revealed

Hit by falling chemical prices and the strength of sterling, ICI disappointed the market yesterday with pre-tax profits, before exceptional items, of £55m in the first quarter, compared with £200m in the same period of last year.

The group's share price fell more than 3 per cent to close at 697.5p.

Earlier in the week, shares rose on reports that ICI had bid for all four of the speciality chemicals businesses being sold by Unilever.

It is understood ICI

approached Unilever with the offer last autumn, before the public auction. Relations have since been strained between the two companies.

Mr Charles Miller Smith, chief executive of ICI, was formerly a director of Unilever and the chief executive of one of the businesses now up for sale, the food flavour and fragrance business, Quest.

Unilever sources say ICI is now one of 50 bidders for all or part of its chemicals businesses.

An ICI acquisition of the

Unilever businesses would take the company back into sectors it left several years ago. It would also stretch the company financially.

However, ICI is under considerable pressure to shift its business away from industrial chemicals and towards speciality chemicals.

Its industrial chemicals division, which accounted for more than half of the group's pre-tax profits in 1996 and around a fifth last year, incurred losses in the first quarter of this year.

ICI's overall sales volumes rose by 5 per cent in the first quarter, but reduced prices led to a decline in sales, also of 5 per cent, to £2.4bn.

Mr Alan Spall, finance director, said falling prices for polyester plastics and the white pigment titanium dioxide had knocked profits by £110m in the first quarter. Another £50m had been lost through other chemical price falls, and a further £40m through the strengthening of sterling.

Analysts yesterday downgraded profit forecasts for this year to about £500m, from a previous range of £565m to £590m.

Observer, Page 15  
ICI questioned, Page 2

## Hi-techs rally on IBM's net \$1.2bn for quarter

By Louise Kehoe in San Francisco

International Business Machines led a rally in US high-technology stocks yesterday, following its report of higher than expected first-quarter earnings.

IBM was trading at \$153 in mid session, up 7 per cent from Wednesday's close of \$142. Compaq Computer jumped 3 1/2% to \$89. Hewlett-Packard was up \$1 at \$50 and Intel, the semiconductor industry leader, rose 3 1/2% to \$149 1/2 in early trading. The technology-laden Nasdaq Composite Index was up 3.28 by midday.

Wall Street analysts had feared over the past few weeks that IBM might report a decline in first-quarter earnings as slowing sales of mainframe computers and the negative effects of currency exchange took their toll.

However, the computer industry leader surprised analysts by reporting earnings well above their consensus projections. This was in part due to a lower tax rate as well

## Fears that rises cannot be fully passed to customers

## Stora hit by paper industry price erosion

By Greg McIvor in Stockholm

Stora, the Swedish forestry group, yesterday voiced doubt that a rise in wood pulp prices announced by leading producers from next month could be fully passed on to customers.

Announcing a steep deterioration in Stora's first-quarter profits amid continuing price erosion in the industry, Mr Lars-Ake Helgesson, chief executive, said: "It may be difficult to implement the whole increase in one lump sum."

Mr Helgesson said the high level of pulp inventories was a concern. North American and Scandinavian stocks are just under 2m tonnes, well above the 1.5m tonne level considered to be equilibrium.

His remarks are likely to fuel scepticism over the attempt by a number of large North American and European producers, including Stora, to raise pulp prices from May to \$80 a tonne from \$50.

Producers are desperate to raise prices as many are losing money at current rates.

The move follows a decline last month in inventories of Northern Bleached Softwood Kraft pulp, the industry benchmark, and a further expected decrease in stocks this month.

However, industry observers are divided over whether the market is strong enough to

support a price rise. Market pulp prices have been edging down in recent weeks. Demand for paper (for which pulp is the prime raw material) is patchy, and prices of some grades are under pressure.

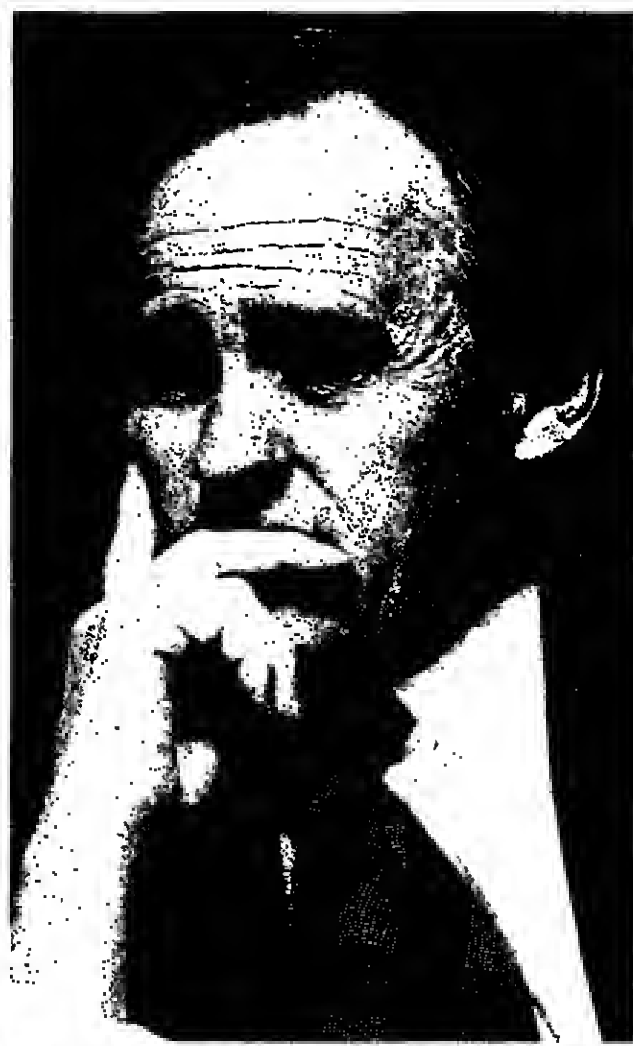
This is reflected in Stora's pre-tax profits, which fell from SKr1.2bn to SKr560m (\$430m). The company incurred a SKr166m loss in pulp operations, compared with a SKr35m deficit at the same time last year.

The drop in group profits was entirely due to lower prices and would have been worse but for improved delivery volumes, a favourable currency effect of SKr100m, and lower volume costs.

Group turnover slipped from SKr12.4bn to SKr10.7bn, but earnings were above forecasts, largely due to higher production at Stora's hydroelectric plants. This, and an upgrade of three North American forestry stocks by Morgan Stanley, helped lift Stora's most-traded A shares SKr4 to SKr106.50.

Mr Helgesson said demand for pulp and fine paper was increasing and reiterated Stora's previous forecast of improving volumes and increasing prices in 1997.

Profits from pulp operations were higher in the first quarter against the previous quarter because of higher volumes.



Lars-Ake Helgesson: concerned about high levels of pulp stocks

Operating profits in fine paper rose from SKr57m to SKr74m, although Mr Helgesson said the grade was coming under renewed price pressure.

In printing papers, operating profits fell from SKr632m to SKr223m, primarily due to a 10 per cent fall in newspaper prices in the latter half of 1996.

Average prices for paper and board products fell 17 per cent, or by 2 per cent compared with the fourth quarter last year.

## Hong Kong-listed Chinese brewery sees profits drop

By Louise Lucas in Hong Kong

Net profits at Tsingtao Brewery, the first Chinese enterprise to list on the Hong Kong stock exchange, fell 73.7 per cent last year as its new directors sought to turn the company around.

Net profits fell to Yn 25.68m (\$3.09m) from 97.79m in 1995 and shareholders will not receive a dividend.

The results come as Hong Kong investors are showing a growing appetite for China-linked shares such as H-shares - Chinese companies listed in Hong Kong. The market expects a rise in H-share listings this year but Tsingtao is warning that a link to China is not a guarantee of success.

The company, whose initial public offering in July 1993 was 111 times oversubscribed, has had a bumpy ride on the stock market. After a six-month honeymoon, when the share price outperformed Hong Kong's Hang Seng Index, Tsingtao's fell sharply and within two years it had underperformed the market by 45 per cent.

Investors grew concerned at the company's inability to expand its domestic market or develop exports. They were worried by Tsingtao's dabblings in banking activities, such as lending, rather than concentrating on brewing.

Earnings per share fell 73.7 per cent, from 0.108 yuan in 1995 to 0.029 yuan last year. Tsingtao directors attributed the slump to a switch in strategy. The board of directors was overhauled in July, and the incoming members opted

to write off passive assets brought forward, mainly scrap supplies, resulting in a one-off cost of about 28m yuan.

Production capacity was under-utilised because of technology upgrades and product adjustment, leading to a loss of Yn 51m. Analysts said the brewery faced greater competition from foreign brands such as Foster's and Carlsberg.

Mr Li Gui Gong, chairman, expects steady growth this year. "We took relevant measures to tackle the problems that had been left over from the past in order to lay down a solid foundation for future development. Based on this, we believe our company's business shall grow steadily in 1997."

The strategy centres on the local market, specifically, Shandong province where Tsingtao has its strongest foothold. Direct sales supplement the original agency and contract sales and the promotional budget is to be increased.

Tsingtao will launch in June a canned version of its premium Gold Label Beer in an attempt to meet competition from foreign breweries. The directors expect this to increase profits.

Directors say their strategy has reaped benefits: sales in the first quarter of this year are 18 per cent up on the same period in 1995.

They have succeeded in getting started a delayed joint-venture brewery in Shenzhen, the special economic zone in China. Construction of the brewery began last month and it is expected to begin production at the end of next year.

## Eni chief plans to bolster overseas operations

By Robert Corzine in London

Eni, the partially privatised Italian oil and gas group, plans to move part of its international operations from Milan to London under a bold corporate restructuring.

The proposed reforms are intended to transform the world's eighth-largest oil group from a domestically oriented company into a true multinational, according to Mr Franco Bernabè, Eni's managing director.

He said the company's overwhelming focus in Italy meant international operations received insufficient management attention. "We need to draw a line between the international and Italian operations, which now attract the entire attention of the management."

In an interview yesterday, he said Eni had chosen London because of its growing importance as a centre of the international oil and gas industry. "We feel that London is at the centre of the oil industry in this part of the world. The competences are here, the skills are here and the people are here."

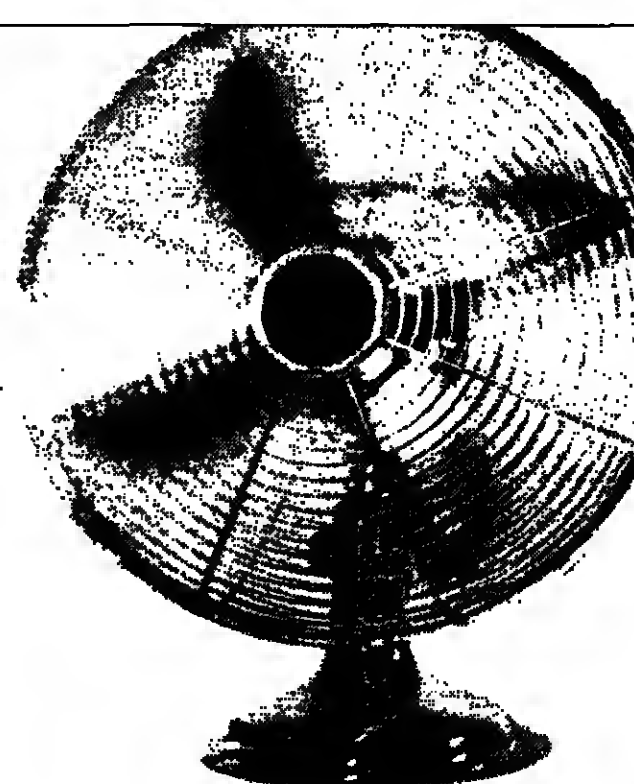
Mr Bernabè said the move would help Eni look beyond traditional upstream production areas in Italy and Africa. It will be accompanied by a shift to a regional management structure for Eni's international businesses, including refining and marketing. The regional units will be given greater powers and resources to expand or reorganise.

He also disclosed that Eni was seeking to expand its international upstream operations through the creation of a "federation" of affiliated oil and gas groups.

The intention would be to cut costs and share services, he said. But it would go well beyond conventional partnerships in the industry.

Details of a third offering of Eni shares are expected shortly from the Italian treasury. Mr Bernabè did not know how many shares would be on offer, but he said the government, which has a 69 per cent stake, was not necessarily determined to retain control. "Fifty-one per cent is not a crucial figure," he said.

Oil 'federations', Page 18



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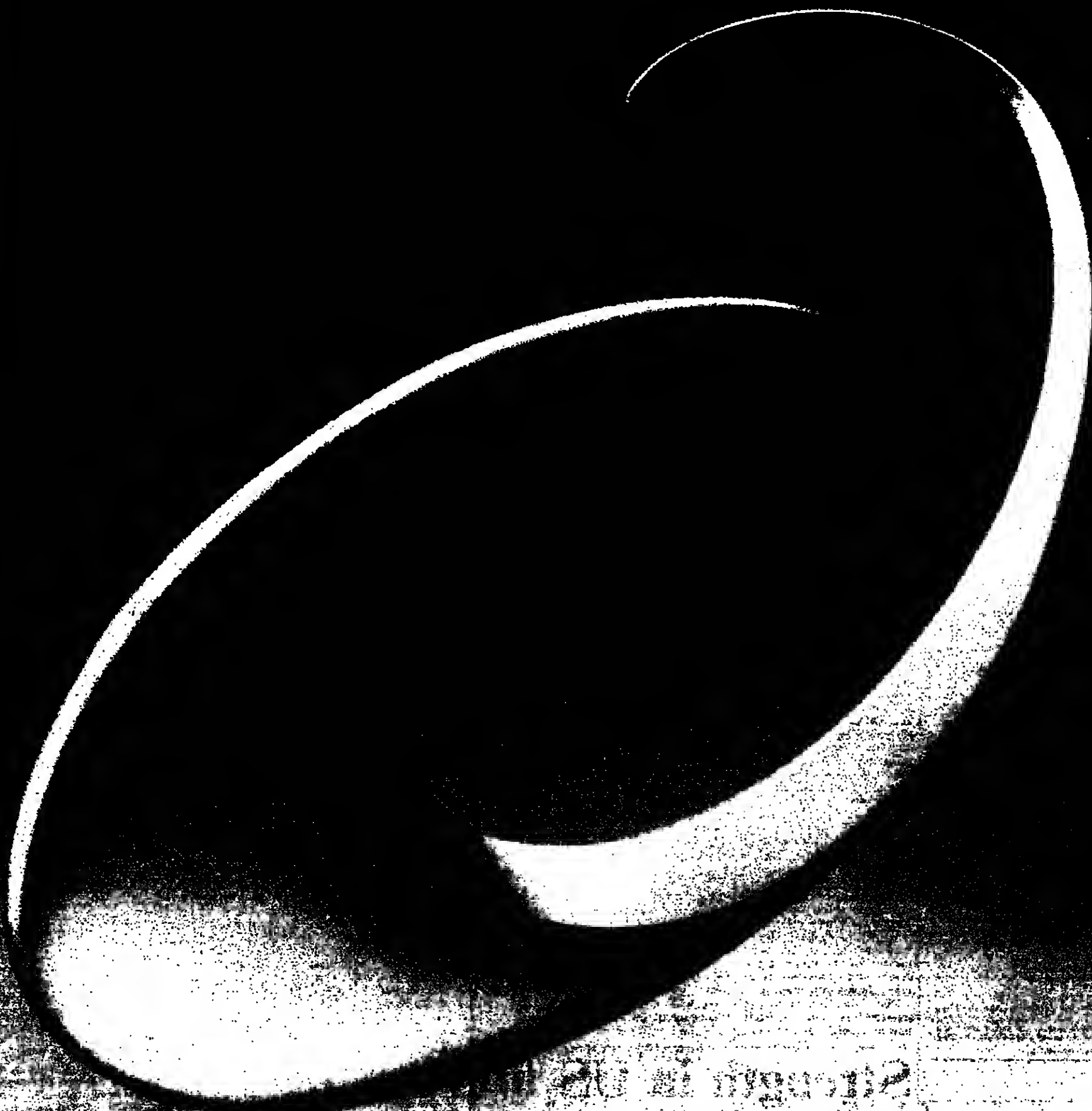






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## MANAGEMENT

The scene was a reception at the Mandarin, one of Hong Kong's smartest hotels. As they sipped their drinks, a group of Hong Kong Bank executives was approached by a client seeking a US\$250m credit facility. Andrew Dixon, international general manager, had a word with David Eldon, chief executive, then stepped into the lobby with the treasurer and telephoned John Bond in London. The chief executive at HSBC Holdings gave the nod, and Dixon returned and gave approval. The whole process took some 20 minutes.

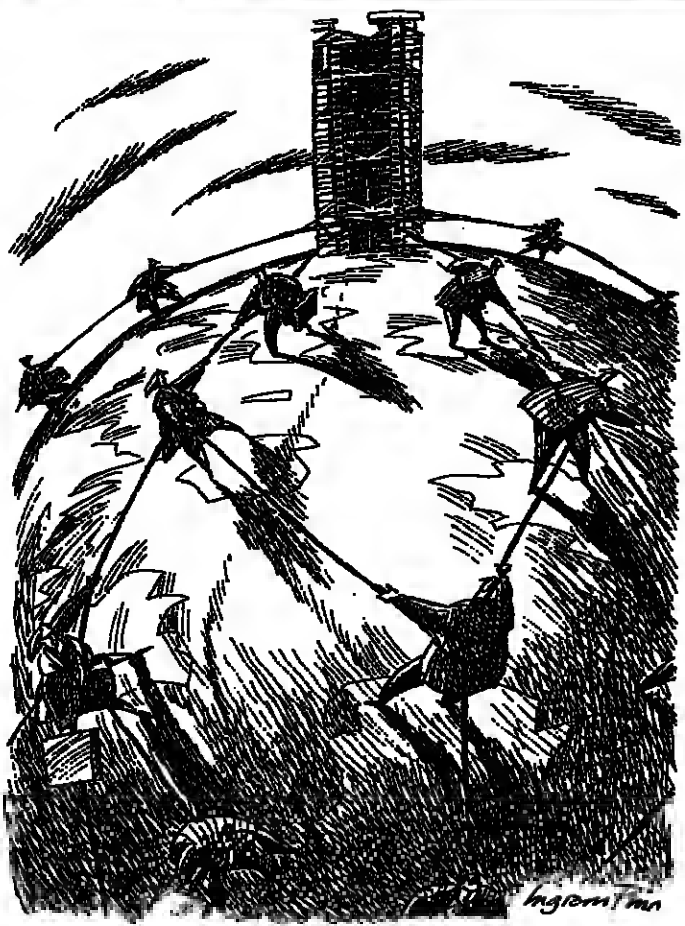
Less than a year ago, companies rush to his door, Dixon emphasises the case involved a well-known client. But the episode demonstrates the strong personal connections at the top of the bank and the power of its network of international officers, a mobile cadre who have trained and often lived together in overseas postings. All of the decision-makers involved, like most of the group's top executives, were international officers. Most have known each other for decades.

The international officer system has played a central part in the rise of the Hongkong Bank from a regional financier of colonial commerce to one of the most international and profitable financial institutions. Apart from providing a cadre of top managers, the system has helped spread a strong culture through the group. As the bank builds a global operation, the system, and its ability to adapt, remains vital.

"They are the glue that sticks the fabric of our federal organisation together," says Chris Langley, general manager for Hong Kong and China and himself an international officer.

Like the bank, the network of officers has been undergoing substantial evolution. The officers remain a relatively small group, some 400 out of a total of more than 30,000 at the bank and 100,000 at the group. They are still defined by their mobility. Their contracts require that they must up sticks and move on the word from above, be it to Kazakhstan or Kuala Lumpur.

But much else has changed. The image of rugby-playing Scotsmen has been left behind. Just one third of this year's recruits come from Britain, one third are women. In the field, the officers continue to provide virtually all of the bank's powerful country heads. But they are having to adjust to new management structures as Hongkong Bank responds to the increased specialisation of the sector and the challenge laid down by Citibank, its main rival, which has estab-



## The ties that bind

Hongkong Bank's mobile network of officers is having to respond to changes, says John Ridding

lished a powerful international network of consumer and commercial banks.

Change, as Eldon points out, is inevitable. "We have to be flexible, and I think we are," he says. The task is to maintain the strengths of the international officer system - its strong personal connections and international expertise - while adapting to rapidly moving markets.

In the past, personal links and corporate culture were forged by the camaraderie of common experience in foreign parts. Recruits were shipped east and introduced to a regime of discipline, team work and a mess culture. "There were high jinks and a strong

esprit de corps," says Dixon. For the new recruits, the bank acted in "loco parentis". Until the mid-1980s, for instance, young international officers required the bank's permission to get married. The bank also imparted a culture of discipline and frugality. "I came out to Hong Kong a few days early to get used to the place," says one executive. "A car met me at the airport, brought me into the office and the contract was adjusted to bring the start forward."

The increasing diversity of the bank and its international expansion does not threaten the bank's culture or its connections, say more recent international officer

recruits. "There is still networking and bonding," says Allison Zanardi-Landi, assistant credit manager. "There might not be a mess any more," says James Benoit. "But in many of the countries you are still living in the same area or building, socialising and seeing each other."

Bank officials dismiss the idea of an exclusive elite. Vincent Cheng, an executive director who proves that international officer status is not a pre-requisite for high office, argues that the culture has spread across the bank. Acquisitions, he says, can be trickier in terms of instilling this identity. But a system of cross-posting executives has helped integration. Simon Penney, chief financial officer who came from Midland Bank, says it was relatively easy to adapt. "Once a period of familiarisation has been gone through then a clear meritocracy applies." In the opposite direction, international officers have frequently been dispatched to acquisitions - "not to create a series of clones," says one executive, "but to ease the process".

Now that the group has built its global network, the main challenge is to improve efficiency - a task which raises questions about the role of the officer. "It is not that the system is too chummy or an anachronism, though some rivals might argue that," says one Hong Kong banking analyst. "But they have been a bit slow in responding to some of the changes in the industry."

Regional deregulation, the rise of the Asian market for personal banking and the increased specialisation of the industry have all contributed to a re-think of tactics. So, too, has the success of Citibank in creating a network based on standardised products and divisional structures. As a result, Hongkong Bank is shifting towards a series of functional business groups.

"Whereas we used to do everything through a geographical spread, we selected what we consider to be the major business drivers - personal banking, cards, etc - and set up regional heads," says Dixon. The aim is to provide country managers with additional expertise and resources.

Senior executives insist the shift will not undercut the country heads. "There has got to be a local point in each country," says Eldon. In management terms, bank executives talk of "functional overlays" or the meshing of geographical and functional activities into a matrix system. It is a long way from the jargon of the mess. But it is set to reinforce, not unravel, the network that was forged there.

## Career-fit worker seeks insecure post

Staff increasingly rate development opportunities above having a job for life, writes Diane Summers

Some companies provide a gym to help the workforce keep in physical shape - International Business Machines goes one better with career fitness centres. Confidential counsellors help in assessing employees' skills, drawing up action plans to improve job prospects, and encouraging individuals to take charge of their own careers.

The fitness centres are one of the ways in which IBM acknowledges the profound change in recent years in the contract between employer and employee. As in most organisations, the paternalistic relationship has disappeared and assurances of help to improve employability have replaced pledges of employment for life.

Just how profound the changes in the contract have been, and how companies - some successfully, others less so - have dealt with consequent conflicts, is highlighted in a report from the Conference Board, the business research organisation.

The report's findings are drawn from the experiences of 92 organisations, two-thirds US-based, the remainder based mainly in Europe. Those surveyed included IBM, Amoco, Fiat, Deere, LVMH and Philips International.

Overall, 67 per cent of the companies said they once had, but no longer have, a contractual or tacit understanding with employees that promised a secure job in exchange for loyal and dedicated service. A further 27 per cent said such an agreement had never existed in their companies, leaving just 6 per cent where the paternalistic relationship remains more or less intact.

For most of the companies, change started in the early 1990s, often as a delayed reaction to restructuring begun the previous decade. The study finds both management and employees often "seem to go through a period of denial

before irreversible trends are acknowledged".

In the early and mid-1980s, downsizing was typically viewed as a one-time fix. Managers often thought it unnecessary to discuss job cuts with employees because reducing the size of the workforce was not seen as a long-term business strategy, and thus not a threat to traditional ways of doing business. Employees, too, often continued to believe that, as the fortunes of their company improved, life would get back to normal.

Denials like these have led to conflict in many organisations and a trust gap. Nearly two-thirds of the Conference Board companies surveyed say management's lack of credibility has been an obstacle in relationships with the workforce.

Low morale is also pervasive, though few companies mention low productivity as a problem. The trust gap is of concern to managers because, as the study indicates, employee qualities they continue to rate most highly are commitment, trust and accountability.

As for the expectations of employees themselves, internal surveys, coupled with feedback by managers, would indicate

that for the career-fit employee security is not necessarily top of the wish list. Interesting work, good communication and opportunities for development rank more highly, although European employees rated secure employment ahead of open communication.

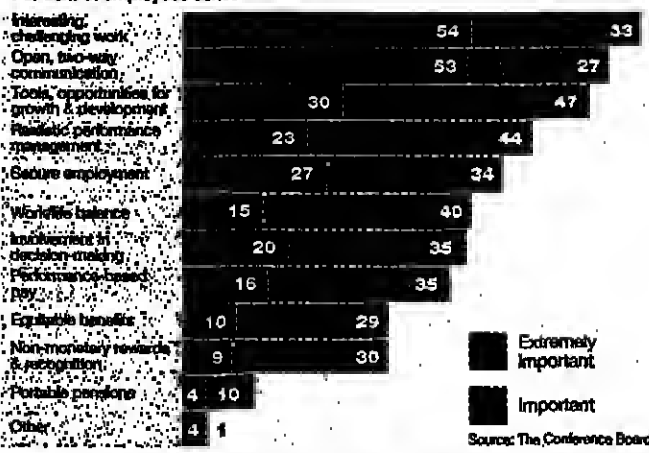
The Conference Board attributes the differences between US and European companies at least in part to later downsizing and protective labour legislation in many European countries. For both groups of companies, benefits, perks and portable pensions come bottom of the list.

Transforming a company's parental relationship with its employees does not occur without pain and may not be problem-free, the study concludes. However, "most businesses have found that the old contract can no longer be sustained. What companies say they want is a partnership with their employees, one in which each party makes a commitment and shares responsibility for business success."

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### What employees expect from companies

Per cent of employees asked



Source: The Conference Board

### BUSINESSES FOR SALE

#### CALL FOR EXPRESSIONS OF INTEREST IN PURCHASING THE ASSETS OF "PORTO CARRAS-TOURIST, AGRICULTURAL & EXPORT SA" OF ATHENS GREECE

ETHNIKI KIPHALOU SA, Athens 11500, Greece, in its capacity as Liquidator of "PORTO CARRAS-TOURIST, AGRICULTURAL & EXPORT SA", a company with its registered office in Thessaloniki, Greece, (the "Company"), presently under special liquidation, as an on-going concern according to the provisions of Article 46 of Law 1892/1990, by virtue of Decision 915/1997 of the Thessaloniki Court of Appeal invites interested parties to submit within twenty (20) days from the publication of this call, non-binding written expressions of interest in purchasing the assets mentioned below, offered as a single entity.

**BRIEF INFORMATION**  
The Company was established in 1963 and is still in operation. On March 17th 1997 the Company was placed under special liquidation, as an on-going concern in accordance with article 46a of Law 1892/1990, as supplemented by art. 14 of L.2009/1991. The objectives of the Company include tourist and hotel operations and in particular the establishment and running of tourist and hotel units, of tourist resorts as well as of ships employed for tourist purposes. Furthermore, the Company's objectives include the establishment and operation of farms, of agro-industries, of all types of agricultural and livestock businesses, the expansion of Greek products, the operation of export businesses in general, as well as any other type of activity related to the above.

**ASSETS OFFERED FOR SALE**  
The assets for sale include the following, briefly described, tourist and industrial businesses situated in Porto Carras, New Messenia, Chalkidiki, at a distance of about 125 km from Thessaloniki, by the sea and over a total area of 17,945.5 acres, (4 acres = 1 acre = 0.4047 hectares):

1. SITHONIA BEACH, An A-class hotel with 106 beds in 433 rooms and 20 suites. The hotel also includes 3 restaurants, 3 bars and 2 round shops. The hotel is under lease to Casino Porto Carras SA, from 1994 to 2006, which runs a casino, established within the hotel building.
2. MELITON, A luxury hotel with 827 beds in 426 rooms and 16 suites. The hotel also includes 4 restaurants, 3 bars and 10 round shops.
3. VILLAGE INN, A B-class hotel with 179 beds in 75 studios, 7 suites and 7 bungalows. The hotel also includes 1 restaurant, 2 bars, 3 bars and 28 round shops. The hotel has been placed on a time-share basis and many time sharing contracts have been concluded from 1991 to 2040. Both MELITON and VILLAGE INN are under the management of GRECOTEL SA and will remain so until the assets are sold.
4. MARINA, A modern deep sea port up to 45 metres in length with 166 berths, outlets for fresh water and electricity and buildings that are being used as a yacht club.
5. 18-hole golf course over an area of 640 acres, 9 tennis courts and a horse riding club.
6. GALANI luxury hotel over an area of 2,400 sqm, with a greenhouse (232 sqm) and a chapel.
7. Other military assets.
8. The right to utilize the MARINA installations, described above, according to a special permit is granted by public authorities (ARL 96/4, of L.609/1968).
9. Industrial complex, which includes buildings and machinery.
10. Complete winery in covered area of about 5,300 sqm.
11. Oil press - refinery in covered area of about 2,350 sqm.
12. Bakery about 1,220 sqm.
13. Other auxiliary installations such as biological sewage treatment plant, workshop, garage, Public Power Corporation sub-station and pump room.

**C. OTHER ASSETS**  
Also for sale are the Company assets, means of transport, ready and semi-processed winery products, claims and any other assets belonging to the Company.

**SALE PROCEDURE**  
The Company's assets will be sold by way of Public Auction in accordance with the provisions of Article 46a of Law 1892/1990, as supplemented by art. 14 of L.2009/1991 and subsequently amended) and the terms set out in the call for tenders for the sale of the above assets, to be published in the Greek and foreign press on the dates provided by law.

**SUBMISSION OF EXPRESSIONS OF INTEREST - OFFERING MEMORANDUM**  
For the submission of Expressions of Interest and in order to obtain a copy of the Offering Memorandum, please contact the Liquidator "ETHNIKI KIPHALOU SA" ADMINISTRATION OF ASSETS AND LIABILITIES "SA Chrysothessaloniki SA, Athens 11500, Greece. Tel: +30-1-323.14.84, fax: +30-1-321.79.05 (international) Mrs Maria Frangoulou or the Liquidator representative Mr George Dimitris, 9 Frangoulou St, Thessaloniki Tel: +3051-266628 and +3051-71181, fax: +3051-227110 and +3051-71228.

#### APPOINTMENTS

#### CREDIT ANALYST

Employed as a Credit Analyst within the leading international financial services company you will be responsible for the preparation of analytical reports on the credit standing of Russian and East European companies, which will form the basis of decisions by the business units and clients, respectively, to underwrite or purchase. In addition to having ACA qualified, the incumbent must have a thorough understanding of Russian and CIS accounting principles, capital markets, business practices and culture within Eastern European and, in addition to English, must be fluent in Russian and other Slavic languages. Salary circa £36,000. Applicants, aged 30-35, educated to degree standard and ACA qualified, with minimum 3 years' relevant experience, should write, enclosing full curriculum vitae, to: Box A5402, Financial Times, One Southwark Bridge, London, SE1 9HL.



#### Oxbridge Information Systems Limited (in administrative receivership)

The Joint Administrative Receivers offer for sale the business and assets of Oxbridge Information Systems Limited based in Banbury, Oxfordshire. The company retails and provides contract maintenance for its own range of production monitoring and process control systems, used mainly in the plastics industry.

Principal features include:

- Established product range marketed under the Mirror, Myriad, Reflex, View and Maintrack names
- Maintenance and software support contracts generating an annual income of c£2 million
- Order prospects of c£5 million for control systems.

For further information please contact:

Paul Jeffery, KPMG, Norfolk Avenue, Silbury Boulevard, Central Milton Keynes MK9 2HA, Tel: 01908 844885. Fax: 01908 844803. E-Mail paul.jeffery@kpmg.co.uk

#### KPMG Corporate Recovery

KPMG is authorised by the Institute of Chartered Accountants in England and Wales to carry on Investment Business.



#### Cliffe Construction Limited Cliffe Plant Limited (in administrative receivership)

The Joint Administrative Receivers offer for sale the businesses and assets of Cliffe Construction and Cliffe Plant.

Principal features include:

- Combined turnover of circa £10.6 million
- Contract work in progress
- Future order book of £1 million
- Extensive tender list
- Strong local reputation
- Substantial construction plant and equipment.

For further information contact:

The Joint Administrative Receiver, Tony Thompson, KPMG, 20 Farringdon Street, London EC4A 4PP. Tel: 0171 311 3860. Fax: 0171 311 3607.

#### KPMG Corporate Recovery

KPMG is authorised by the Institute of Chartered Accountants in England and Wales to carry on Investment Business.

#### B.H.P. MACHINE TOOL COMPANY LTD

The Joint Administrators, Richard Rendle and Peter Souster, offer for sale as a going concern the business and assets of this Midlands based manufacturer and designer of coil line technology and specialist processing lines.

Principal features of the business include:

- Blue chip customer base
- Significant work in progress and order book
- Sole UK agent for world leader in press technology
- Full CAD and design capability
- Skilled and experienced workforce
- Modern premises and equipment

For further information, please contact Guy Mander or Ian Rose of Baker Tilly, Scottish Life House, 154 Great Charles Street, Birmingham B3 3RN. Tel: 0121 233 2323 Fax: 0121 236 8782.



Baker Tilly is registered to carry on audit work and authorised to carry on investment business with the Institute of Chartered Accountants in England and Wales

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Write to Box B5178, Financial Times, One Southwark Bridge, London SE1 9HL

#### CONTRACTS & TENDERS

#### INVITATION FOR EXPRESSIONS OF INTEREST MONKTONHALL COLLIERY

On the 23rd April 1997 Monktonhall Colliery Limited went into liquidation. The mine has been operated under a Section 36(2) licence issued by British Coal Corporation in 1992 with a subsequent small extension area under Part II of the Coal Industry Act 1994, issued by the Coal Authority in 1995.

The Authority hereby advertises for expressions of interest in the mine. During the advertising period the Authority have put the mine under a care and maintenance regime. Firm expressions of interest from prospective operators must be received within 7 days (i.e. by 1st May 1997). This date will not be extended, nor will any further advertisement appear. Any expression of interest will need to identify the nature of the proposal, company structure, together with the availability of expertise and financial resources.

Expressions of interest must be delivered to:-

Licensing Department  
The Coal Authority  
Bretby Business Park  
Ashby Road  
Burton-on-Trent  
Staffs DE15 9QD  
Fax No: 01283 553250

#### ENGINEERING COMPANY FOR SALE

A Specialist Manufacturing Company situated close to the West Midlands. Extensive Land, Buildings and Equipment.

Unique product lines, with wide market potential.

Comprehensive high quality capacity for Machining, Fabrication and Assembly. Extensive current order book with potential

service and support contracts. Considerable potential for UK and Export sales to Leisure related activities. Trading profitably with

£/o at £2.6m for 1996. Principals only in first instance write to:

Iain Johnstone,  
Clement Keys, Chartered Accountants  
Swinford House, Albion Street, Brierley Hill, West Midlands DY5 3EL

#### BUSINESS TRAVEL AGENCY

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Write to Box B5172, Financial

Times, One Southwark

Bridge, London SE1 9HL

Brokers/non-principals will not receive replies

#### PUBLIC NOTICES

##### NOTICE OF MEETING

Notice of meeting of Marine and General Mutual Life Assurance Society

Notice is hereby given to the Members that the 145th Annual General Meeting of the Society will be held at MCM House, Heerne Road, Worthing, West Sussex on Wednesday 28 May 1997 at 12.30 p.m. for the following purposes:

1. To receive the Directors' Report and Financial Statements for the year ended 31 December 1996.
2. To consider the election of directors.
3. To reappoint KPMG Audit Pte as auditors of the Society and to authorise the directors to fix their remuneration.
4. To transact any other business.

By Order of the Board  
D.E. Pain, Secretary  
25 March 1997

Each member may attend and vote in person or by proxy at meetings of the Society. A proxy need not be a member of the Society.

The Financial Times plans to publish a Survey on

#### Property in Manchester

Friday 30th May

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FT Surveys



## COMMODITIES AND AGRICULTURE

## Ofgas finds evidence of manipulation

By Robert Corzine

Ofgas, the UK gas industry regulator, has found evidence of short-term price manipulation in the UK's evolving spot market for natural gas.

A report into the spot market that has developed alongside the liberalisation of the UK's gas industry found evidence that the behaviour of individual companies

could affect short-term gas prices. However, Ofgas found no evidence

"Due to the lack of depth and the small number of very active participants, individual companies can affect the price in the short term."

Ofgas said. Although it said longer-term price manipulation was a "possibility", it has found no evidence to suggest that this is occurring among the 35 or so com-

panies active in the market.

The emerging gas market in the UK is mainly based on informal, over-the-counter trading, although a futures contract on London's International Petroleum Exchange accounts for about 10-15 per cent of daily volumes. Ofgas found that about 10 per cent of total gas delivery to customers in the country is sourced from the spot market. This amounts to about 7m therms a day.

The study concluded that "some form of collusive action would probably be necessary" for any long-term manipulation of the market. It said that although North Sea gas producers and Centrica, the demerged gas supply arm of British Gas which controls 70 per cent of the country's gas, "may have an interest in higher gas prices in the long term, they may well have differing short-term

interests, making collusive price manipulation less likely."

The study confirmed that Centrica - which owns the Moracocha gas field, the country's largest - can have a big impact on the market. Its decision last year to reduce output at the field may have been a contributing factor to a later price rise. But it added that "most people we talked to" regarded the move as a legitimate commercial action.

## EU tax news boosts wheat

MARKETS REPORT

By Laurie Morse in Chicago and Gary Meese in London

Wheat futures prices on the Chicago Board of Trade had rebounded by midday yesterday, nearly erasing substantial morning losses, on news that the European Union had reinstated a tax on European wheat exports.

The tax was interpreted by US traders as a sign that Europe was again concerned that global demand for milling-quality wheat might outstrip supply, and would drive up domestic bread prices.

Wheat prices for July delivery in Chicago and Kansas City had lost as much as 25 cents a bushel in Wednesday's and yesterday's sessions, as traders retreated from a sharp rally that followed a killing frost in wheat-growing regions of Oklahoma, Kansas, and Texas on April 12.

"There isn't any reliable way to estimate the damage" from that frost, said Mr Warren King, wheat analyst for Chicago-based Cargill Investors Services.

Traders said the EU wheat tax was the first supportive piece of news for the market since the frost spurred prices higher last week.

Crude oil prices were generally firm after a late rally on Wednesday night. The

bellwether Brent Blend for June delivery was quoted at about \$18.17 a barrel in late trading in London, 10 cents up on its close on Wednesday and well above the psychologically important \$18 level.

Copper provided all the interest again yesterday on the London Metal Exchange, as the three-month contract approached but then dipped away from the psychologically important \$2,400 mark, peaking the day at \$2,399 in the morning.

The afternoon "kerf" trading closed at \$2,368, up \$1 from the previous close. The backwardation of cash over the three-month contract -

the premium of the spot delivery price - broke through to \$202, having reached a high of \$210 in the morning session. The metals market's continued focus on copper was slightly spurred by the daily stock levels report from the LME, stating a 3,350 tonne drop.

Among soft commodities, the July contract for cocoa on the London International Financial Futures Exchange closed the day up \$12 at \$1,038 a tonne, amid what dealers described as dull trading.

The Life-traded July contract for robusta coffee ended the day \$7 higher at \$1,662 a tonne, having reached an intra-day peak of \$1,670.

## New lease of life for Nonoc

The crumbling bulk of an island nickel mine, built in 1974 and disused for 11 years, in the southern Philippines would strike many as a curious investment. But it is set to transform the region's economic potential.

With its own deep water port, airstrip, power and gas plants, oil storage facilities, water supply and community housing, the Nonoc island nickel mine and refinery has attracted the attention of Kvaerner, the Norwegian engineering group and Philnico Industrial and Mining Corporation, a wholly-owned subsidiary of Arboyna, the listed Australian mining group - soon to be renamed Pacific Nickel.

Kvaerner is taking a 10 per cent stake in the venture. This week work starts on what will be an 18-month investment programme of about \$50m, with the total expected to be some \$60m.

The mine's previous incarnation was unproductive and brief. Twelve years after its construction, the mine had become another industrial victim of the Marcos era. Crippled by high fuel costs, a slide in world nickel prices, restricted access to foreign exchange and a lack of working capital, it collapsed in 1986 and has been crumbling ever since.

Under the latest attempt to resuscitate the mine by the Kvaerner-Arboyna alliance, terms have been agreed with the government's Asset Privatisation Trust, which is expected to



Kvaerner's Erik Tonseth (left) and Steve Kesler of Philnico

turn the site over to the companies within the next few weeks. Pacific Nickel Holdings, another Arboyna subsidiary, will own 40 per cent of the mining rights, the foreign ownership limit.

Kvaerner will stick around, says Mr Erik Tonseth, chairman. "We could have done all the contracting and just left, but with the equity stake and opportunities for performance-related bonuses, we see this as a business opportunity."

Although there are no foreign companies mining nickel there at present, the Philippines sits on the world's fourth-largest resources of the metal after Cuba, New Caledonia and Indonesia. Last year, after demand fell 3.5 per cent, world nickel prices ended at \$31.1lb, the lowest for more than two years.

For 1997 and 1998, Macquarie Equities, the Australian broker, is forecasting a

rebound of 10.2 and 30.7 per cent rise respectively to \$49.0lb. With renewed global interest in the nickel industry - a product of a strong world economy and high demand for stainless steel - the race is now on to put as much nickel production

onstream as possible before 1999, when production begins at the giant Voisey's Bay in Canada.

As part of the race, foreign interest in the Philippines' nickel industry is redoubled, says Mr Steve Kesler, president of Philnico.

"With its geological position, the Philippines has long been identified for its mining potential," he says. "The biggest change now is the political and fiscal climate. When you travel to the southern cities of Cebu and Davao, the place is crawling with geologists and mining executives."

In January, persuaded of the wider industrial and

employment opportunities a revived nickel mine would bring to the region, the government declared 150 hectares of Nonoc a special economic zone. Much of the plant looks in poor condition but this is only superficial, says Mr Kesler.

Governed by the old Mineral Production Sharing Agreement, Nonoc comes with a mining area of 25,000 ha, containing 82m tonnes of nickel reserves, enough for 30 years. The agreement stands for 25 years and can be renegotiated for a further 25 years on its expiry.

Foreign mining is an emotive issue in the Philippines. Strong passions were aroused last year when Marco, a local mining group then 40 per cent owned by Placer Dome of Canada, leaked several million cubic metres of tailings into the river on Boac Island.

Applications from foreign mining companies for exploration licences have since been frozen and the government has enacted a new mining law which imposes stiffer fines on companies spilling waste. Nonoc, however, because it has already operated and is not a greenfield operation, does not fall under these regulations.

With the investor-friendly administration of President Fidel Ramos, a healthy economy and a solid world nickel industry, prospects for Nonoc look better this time. What a difference a president makes.

Justin Marozzi

## COMMODITIES NEWS DIGEST

## Eramet in move to settle dispute

Mr Yves Rambaud, head of Eramet, the French mining group, has offered to meet his counterparts at Falconbridge and Societe Miniere du Sud Pacifique (SMSP) to try to resolve the dispute over one of its nickel concessions in New Caledonia.

The dispute relates to the French government's efforts to placate local separatists in the French Pacific territory, who control SMSP, by giving them one of the nickel concessions held by Eramet. The offer, which includes development of the concession by Falconbridge, is being resisted by Eramet. Paris is revoking the company's concession, but has promised to compensate other Eramet shareholders. Earlier this week it moved to end the impasse with the mining company's management by claiming a majority on the board to reflect its 55 per cent stake.

David Owen, Paris

## Tobacco softer in Harare

Virginia tobacco prices opened the new sales season on the Harare auction floors modestly softer than last year. While trading figures for the first few days, and even weeks, of sales are seldom a reliable guide to the season's outcome, the 10 per cent decline in prices from last year's opening is broadly in line with expectations as well as with the market performance in Harare.

When sales opened on Tuesday, the Zimbabwe Tobacco Association estimated the daily average price at 208 US cents a kilogram, almost 14 per cent lower than the 1996 opening price, but these figures are only an estimate, because the controversial new Boka auction floor had not submitted its prices. Mr Roger Boka, whose "Indigenous" auction floor has attracted much publicity this week, is predicting far higher prices than others in the business. In 1996, prices opened at more than 240 US cents a kilogram then rose rapidly during the first month of sales to an average of 285 cents.

Carmie James, Kingston

## Jamaica lifts bauxite output

Jamaica's bauxite production reached 2.98m tonnes in the first quarter of this year, 1.7 per cent more than a year earlier, according to the island's Bauxite Institute. Alumina production was up 2.4 per cent to 816,991 tonnes. The improvement was due mainly to a correction of technical problems which had troubled Alumina Partners, the island's largest refinery, early last year. The island is the world's third largest bauxite producer after Australia and Guinea, according to the institute. Bauxite ore production this year is forecast by the institute at 12m tonnes, following last year's 11.7m tonnes.

Carmie James

## Alcanbrasil to expand

Canada's Alcan Aluminium plans to spend US\$350m to expand and modernise its Brazilian operations. The investment is designed to meet strong demand in South America for aluminium beverage cans. Capacity at Alcanbrasil's Pindamonhangaba sheet-rolling mill will rise from 100,000 tonnes to 250,000 tonnes a year over the next three years. The expansion involves installation of a tandem finishing mill for the existing hot mill, followed by a second cold-rolling mill.

Bernard Simon, Toronto

## COMMODITIES PRICES

## BASE METALS

## LONDON METAL EXCHANGE

(Prices from Amalgamated Metal Trading)

## ALUMINIUM (99.7 purity) (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	1587-85	1589-90			
Previous	1570-71	1585-86			
High/Low	1570-71	1585-86			
AM Official	1574-75	1589-90			
Kerb close	1574-75	1589-90			
Open Int.	277,796	277,796			
Total turnover	75,386	75,386			

## ALUMINIUM ALLOY (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	1480-83	1489-90			
Previous	1483-86	1489-90			
High/Low	1483-86	1489-90			
AM Official	1470-73	1489-90			
Kerb close	1470-73	1489-90			
Open Int.	5,892	5,892			
Total turnover	1,089	1,089			

## LEAD (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	639-7	635-6			
Previous	635-6	641-2			
High/Low	635-6	641-2			
AM Official	630-1	635-6			
Kerb close	630-1	635-6			
Open Int.	35,971	35,971			
Total turnover	4,874	4,874			

## NICKEL (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	7345-55	7480-70			
Previous	7345-55	7480-70			
High/Low	7345-55	7480-70			
AM Official	7415-20	7529-31			
Kerb close	7415-20	7529-31			
Open Int.	48,833	48,833			
Total turnover	13,838	13,838			

## ZINC (special high grade) (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	5685-85	5730-35			
Previous	5780-90	5810-15			
High/Low	5780-90	5810-15			
AM Official	5712-15	5755-60			
Kerb close	5712-15	5755-60			
Open Int.	18,768	18,768			
Total turnover	2,815	2,815			

## TIN (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	5685-85	5730-35			
Previous	5780-90	5810-15			
High/Low	5780-90	5810-15			
AM Official	5712-15	5755-60			
Kerb close	5712-15	5755-60			
Open Int.	18,768	18,768			
Total turnover	2,815	2,815			

## SILVER (special high grade) (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	1255-56	1277-78			
Previous	1257-58	1280-81			
High/Low	1257-58	1280-81			
AM Official	1263-63	1285-85			
Kerb close	1263-63	1285-85			
Open Int.	89,282	89,282			
Total turnover	26,518	26,518			

## COPPER, grade A (\$ per tonne)

	Sett	Day's	High	Low	Open
Close	2573-75	2571-73			
Previous	2580-80	2585-88			
High/Low	2580-80	2585-88			
AM Official	2585-88	2585-88			
Kerb close	2585-88	2585-88			
Open Int.	137,837	137,837			
Total turnover	72,425	72,425			

## LME AM Official 5/8 rate 1.6223

	Sett	Day's	High	Low	Open
Close	347.34-34.70	347.34-34.70			
Previous	347.34-34.70	347.34-34.70			
High/Low	347.34-34.70	347.34-34.70			
AM Official	347.34-34.70	347.34-34.70			
Kerb close	347.34-34.70	347.34-34.70			
Open Int.	137,837	137,837			
Total turnover	72,425	72,425			

## LME Closing 5/8 rate 1.6227

	Sett	Day's	High	Low	Open
Close	347.34-34.70	347.34-34.70			
Previous	347.34-34.70	347.34-34.70			
High/Low	347.34-34.70	347.34-34.70			
AM Official	347.34-34.70	347.34-34.70			
Kerb close	347.34-34.70	347.34-34.70			
Open Int.	137,837	137,837			
Total turnover	72,425	72,425			

## LME 1025 3 rate 1.6228 5 rate 1.6212 5 rate 1.6199

	Sett	Day's	High	Low	Open
Close	347.34-34.70	347.34-34.70			
Previous	347.34-34.70	347.34-34.70			
High/Low	347.34-34.70	347.34-34.70			
AM Official	347.34-34.70	347.34-34.70			
Kerb close	347.34-34.70	347.34-34.70			
Open Int.	137,837	137,837			
Total turnover	72,425	72,425			

## HIGH GRADE COPPER (COMEX)

	Sett	Day's	High	Low	Open
Close	112.35	112.35			
Previous	112.35	112.35			
High/Low	112.35	112.35			
AM Official	112.35	112.35			
Kerb close	112.35	112.35			
Open Int.	112.35	112.35			
Total turnover	112.35	112.35			

## LONDON BULLION MARKET

(Prices supplied by N M Rothschild)

## Gold (Troy oz) \$ price

	Sett	Day's	High	Low	Open
Close	347.34-34.70	347.34-34.70			
Previous	347.34-34.70	347.34-34.70			
High/Low	347.34-34.70	347.34-34.70			
AM Official	347.34-34.70	347.34-34.70			
Kerb close	347.34-34.70	347.34-34.70			
Open Int.	137,837	137,837			
Total turnover	72,425	72,425			

## Silver (Troy oz) \$ price

	Sett	Day's	High	Low
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Interested applicants should contact Richard Colgan or Paul Wilson on 0171 269 2315 or write, enclosing a full curriculum vitae, to Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649.



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oral and written presentation skills coupled with a demonstrable track record of applying analytical and creative thought. Ambition, energy and drive are a pre-requisite to success within the dynamic and meritocratic team environment that is an integral part of the organisation's culture. The roles offer a unique opportunity for a self-starter to make a substantial contribution to a start up group within a premier investment bank.

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E-mail: trevor.foster@corpexec.co.uk

CORPORATE EXECUTIVE SEARCH

## MC-BBL

MC SECURITIES LIMITED

MC Securities is an international investment bank focusing upon Central Europe and Russia, with investment banking teams based in Prague, Moscow, Warsaw and London. It is part of the MC-BBL Group, one of Europe's largest commercial banks. MC has rapidly established a reputation as one of the leading firms active in the region, providing a comprehensive range of investment banking and capital markets services.

As part of our continued growth, we are now expanding our research team, which has an international reputation and is ranked among the top firms for coverage of the region. We are seeking to fill four new positions in the Research Department with degree-educated staff based principally in London.

### ECONOMIST/STRATEGIST

Central Europe/Russia

The Role

- To provide macroeconomic coverage of Central Europe and Russia
- Working with sector analysts in London, Moscow and Prague to develop a strategic overview for clients
- To provide a framework for sector and company recommendations
- Working with sales & trading to optimise group portfolio

The Candidate

- Educated to degree/post-graduate level in economics
- Understanding of markets
- Eastern European experience desirable
- Good communication and presentation skills with the ability to build relationships both internally and externally.

### ANALYST - POLAND

The Role

- Working with existing analysts based in Poland
- Develop joint coverage of the equity market
- Provide assistance and guidance to sector specialists based in Poland
- London or Warsaw-based

The Candidate

- Solid understanding of Poland
- Excellent analytical and writing skills, probably gained in an investment bank
- Fluent in Polish

### ANALYST - REGIONAL TELECOMS

The Role

- Develop a regional telecoms research capability, liaising with existing analysts in Moscow and Prague
- Primary responsibility for Poland and Hungary

The Candidate

- Industry/telecoms consulting experience
- Excellent analytical and organisational skills
- Regional experience desirable
- Ability to work as a member of a team

### RESEARCH EDITOR

The Role

- Format reports for publication
- Liaise with external suppliers
- Sub-edit reports for publication

The Candidate

- Good DTP skills
- Ability to write clearly in English
- Eastern European language skills advantageous, but not a requirement

Interested candidates should apply in writing, enclosing their full CV to Karen Austin, MC Securities Limited, Commercial Union Tower, One Undercroft, London EC3A 5LH by no later than 16 May 1997. All applications will be treated in strictest confidence.

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London

Our client is a leading global financial institution with an enviable reputation for innovation, integrity and enterprise. Strategic business expansion in the global custody treasury group has resulted in the need to hire two individuals to provide FX execution services for their clients.

Working as part of a global team, the position requires extensive interaction with four key areas - the Bank's clients, the primary foreign exchange desks in New York, London and Hong Kong, various operating groups within the firm and with their agent banks in emerging markets.

The right candidates will be managing the FX exposure of the Bank's clients by delivering high quality customer service and by maximising product revenues. A P/L role, the successful candidates will be exposed to trading, sales, operations and risk management.

The ideal candidates will be degree qualified and will either have up to two years treasury experience, probably in funding or cash management or will be recent qualified chartered accountants.

Candidates must be self-starting, independent decision makers with a superior level of communication and numeracy skills. A team player, you will have a high level of integrity and commitment to take broad ownership of the product.

This is an outstanding chance for a genuine career opportunity with relocation possible. Candidates interested in these opportunities should contact Russell Barton at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Telephone 0171 831 2000. Fax: 0171 405 9649.



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- Investment structures which optimise after-tax returns and
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£Excellent & benefits package

interpersonal skills are all important, together with an understanding of:

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The company has built a track record and is a leader in analysing and rating banks located in a wide range of Emerging Markets countries. In order to develop further its pre-eminent position, the company wishes to appoint an experienced bank analyst who will be responsible for a portfolio of financial institutions and will prepare written reports and rating recommendations based on qualitative and quantitative analysis.

The successful candidate will demonstrate:

- a solid credit background gained within a leading financial institution or a large international rating agency;
- first rate analytical skills plus the ability to present rating conclusions in a clear and concise manner, both in writing and verbally, to the rating committee;
- the personality to work both independently and in a small, dynamic, team-driven environment.

There will be regular contact with banks and some travel will be expected. A fluency in one or more foreign languages would be advantageous but is not a pre-requisite. Candidates would ideally have experience of Emerging Markets in the Middle East, South East Asia or Central & Eastern Europe.

In first instance please send your CV (noting your present salary level in complete confidence) to: William Durbak de Wit at Emergent Markets Search & Selection Ltd, 12 Marston Avenue, London EC2V 8PT UK. Telephone: +44 (0) 20 7994 1000 or fax: +44 (0) 20 7994 1177 or Email: william.durbak@emsc.co.uk





## RECRUITMENT

Richard Donkin on a graduate recruitment drive

## Large helping of chips

As the economic cycle appears to be reaching the stage where skill shortages are building up in many industries, one sector is taking action to ensure it gets the recruits it needs.

The nine biggest employers in the UK semiconductor industry have set up the National Microelectronics Institute at Heriot Watt University in Edinburgh in order to sustain a good flow of graduates.

Clive Dyson, the institute's newly appointed chief executive, says part of the problem lies in ensuring that schoolchildren and students have the right perceptions about the industry. Many young people, he says, are tempted towards finance and the media for potential employment because of well publicised big earnings.

The semiconductor business is in danger of suffering from the traditional handicap of the sciences and engi-

neering - lack of glamour. There is also the problem that it requires proficiency in subjects such as maths and physics which many young people find difficult.

But if young people are looking for a career in a sector which is growing, the semiconductor industry is a good bet. Annual turnover in the UK is about \$3bn (£1.8bn) and is likely to double before 2000, says Dyson.

He hopes to provide opportunities for university staff to keep in touch with the industry. Training the trainers is particularly important in the supply of graduates to fast-moving industries.

And as the pace of change speeds throughout the business world, other sectors face similar problems.

One way to improve the knowledge of college lecturers and teachers is to offer them secondments to industry during their long summer breaks.

With appropriate struc-

tures, it might be feasible to provide on-the-job training in many industries for those responsible for educating the next generation of employees. But this question remains for university and teaching staff do they have the will to learn if the opportunity is there?

## Pay awards

The table here is drawn from PE International's latest Remuneration in Europe survey which provides pay and benefits information based on the salaries of 30,300 executives working for 3,000 companies in nine countries. The information here is limited to six of the countries with the most complete data for the full range of medium-sized companies featured in the report.

According to Rosemary Hook, the research consultant who compiled the report, executives at all lev-

els in Germany, the Netherlands and Switzerland consistently received among the lowest increases. Middle managers in Italy and Belgium received increases below their respective rates of inflation, she said.

Belgium is not in the list because of limited data in the 500 to 1,000 employee range of companies. But PE International found Belgian directors had the highest pay awards across Europe in 1996. Chief executives had pay rises averaging 13.5 per cent compared with the lowest average increases of 2.7 per cent among Swiss chief executives. The head of a Swiss company in the 100 to 250 employee range, however, still earns appreciably more than a Belgian counterpart - £166,938 on average, compared with £107,605 in the upper quartile.

A full copy of the report can be obtained from Rosemary Hook: 01784 434411.

## A guide to directors' earnings

Organisations employing 100-250 persons						Organisations employing 500-1,000 persons					
Lower quartile		Median		Upper quartile		Lower quartile		Median		Upper quartile	
Basic salary	Total cash	Basic salary	Total cash	Basic salary	Total cash	Basic salary	Total cash	Basic salary	Total cash	Basic salary	Total cash
£	£	£	£	£	£	£	£	£	£	£	£
Switzerland M.D.	159,137	159,147	233,300	233,307	283,806	207,630	231,803	261,844	275,888	207,600	202,283
Sales head	88,447	84,443	96,278	96,000	117,338	117,330	88,447	88,447	96,278	96,000	107,777
Manufacturing	76,308	76,422	83,257	82,940	81,828	82,155	76,308	80,817	83,257	82,940	107,440
Finance head	71,832	77,632	86,686	86,686	104,455	117,330	71,832	80,488	104,455	117,330	115,581
Personnel head	49,501	55,145	55,500	62,093	66,889	74,251	54,711	61,224	64,888	72,514	78,558
Germany M.D.	128,084	151,107	147,189	171,515	185,571	210,161	142,423	189,752	173,262	214,503	188,478
Sales head	59,053	66,436	73,363	82,336	93,791	105,515	59,053	79,482	65,004	85,228	97,284
Manufacturing	50,803	58,448	63,488	68,001	70,777	78,533	57,751	64,588	68,908	78,593	89,449
Finance head	50,803	58,448	63,488	68,001	75,119	83,370	54,711	61,224	65,001	73,517	81,833
Personnel head	49,501	55,145	55,500	62,093	66,889	74,251	54,711	61,224	64,888	72,514	78,558
Netherlands M.D.	86,333	82,307	84,328	81,326	87,359	108,798	86,333	82,307	84,328	81,326	87,359
Sales head	38,501	41,580	43,600	43,600	46,620	53,640	38,501	41,580	43,600	43,600	46,620
Manufacturing	32,526	34,344	35,360	35,360	37,379	43,640	32,526	34,344	35,360	35,360	37,379
Finance head	31,185	37,425	40,610	40,610	43,620	53,640	31,185	37,425	40,610	40,610	43,620
Personnel head	24,322	28,527	28,527	28,527	31,185	37,425	24,322	28,527	28,527	28,527	31,185
UK M.D.	67,259	76,150	78,683	86,328	89,486	103,595	67,259	76,150	78,683	86,328	89,486
Sales head	37,882	40,588	45,913	48,865	54,117	63,528	37,882	40,588	45,913	48,865	54,117
Manufacturing	38,268	40,874	42,327	48,705	52,184	60,888	38,268	40,874	42,327	48,705	52,184
Finance head	43,680	43,873	48,886	51,797	62,821	68,873	43,680	43,873	48,886	51,797	62,821
Personnel head	54,503	60,302	54,500	62,234	57,982	68,032	57,982	68,032	57,982	68,032	68,032
France M.D.	84,401	82,003	104,387	104,387	126,553	168,533	84,401	82,003	104,387	104,387	126,553
Sales head	38,501	41,580	43,600	43,600	46,620	53,640	38,501	41,580	43,600	43,600	46,620
Manufacturing	32,526	34,344	35,360	35,360	37,379	43,640	32,526	34,344	35,360	35,360	37,379
Finance head	31,185	37,425	40,610	40,610	43,620	53,640	31,185	37,425	40,610	40,610	43,620
Personnel head	24,322	28,527	28,527	28,527	31,185	37,425	24,322	28,527	28,527	28,527	31,185
Italy M.D.	55,388	58,529	62,825	67,238	77,780	89,333	55,388	58,529	62,825	67,238	77,780
Sales head	34,250	38,156	40,280	41,291	45,353	47,825	34,250	38,156	40,280	41,291	45,353
Manufacturing	33,000	35,800	37,000	41,232	42,000	47,036	33,000	35,800	37,000	41,232	42,000
Finance head	36,720	41,504	43,870	45,000	47,375	49,785	36,720	41,504	43,870	45,000	47,375
Personnel head	-	-	37,800	47,440	-	-	-	-	42,221	43,196	49,500

Source: PE International

## Trading &amp; Sales, IT, Credit

## Investment Banking Opportunities

**Deutsche Morgan Grenfell**, the investment banking arm of Deutsche Bank, operates in over 30 countries with over 8000 staff. Our objective is to become the leading European investment bank and one of the top investment banks in the world; the growth and expansion of our global business provides unparalleled opportunities for key people to achieve fast track career progression and professional development.

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- proactive analysis and evaluation of controls during business and systems development
- advising and supporting the business to achieve key business improvements.

**Trading & Sales Audit**  
Candidates must offer:

- excellent audit experience, preferably from a Big Six firm
- three years post qualification experience in a major trading environment, and staff management skills.

**Credit Audit**  
The candidate should have:

- a minimum of 5 years commercial/investment banking audit or relevant credit experience

• a relevant professional qualification, and

• management experience.

**IT Audit**  
The candidates should be senior auditors and have detailed experience of:

- systems development and project management, or
- investment banking products and relevant system and control requirements.

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London March 1997

Deutsche Morgan Grenfell



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Please send a full CV and covering letter to Linda Steel, at Ideachange Limited, Human Resource Consultants, Horseshoe House, Meadow Road, Farnborough, Bucks HP27 9NG or telephone her confidentially on +44 01844 275788 (office) or +44 01844 274957 (eve/weekends). E-mail: 106014.3673@compuserve.com

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## Credit & Risk Director

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- together with the sales team, conducting client visits as appropriate and providing timely decisions on all proposed transactions;
- to underwrite individual deals for the Benchlux region which fall within prescribed authority levels or make recommendations to the European Director;
- to carry out annual reviews, implementing relevant actions;
- to maintain portfolio quality and management of other areas of 'operational risk'.

- coaching and training of team members;
- to lead and support business expansion into other market segments;
- to lead the credit and risk part of in-country due diligences, acquisitions and new products.

The successful candidate will be a graduate with a minimum of five to seven years' credit and risk management experience within the Benchlux financial services market and a proven track record in leading a credit team and in having held a sizeable underwriting authority. You should also be able to demonstrate excellent career progression within a complex and continuously changing environment. For this high profile role, together with leadership and entrepreneurial qualities. Good written and spoken French, Dutch and English are essential; other European languages are a plus. Career development opportunities are excellent.

If you are interested in this position, please contact Elisabeth M.M. Huijgen on +31 (0) 20 6444 855, or alternatively send or E-mail your curriculum vitae to the following address: Robert Walters Associates, 'Riviermeers', Amstelstraat 166, 1079 LH Amsterdam, The Netherlands. Fax +31 (0) 206429 005. E-mail: elisabeth.huijgen@rwalters.nl

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Interested applicants should contact Sue Lintern at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 345323. Alternatively, telephone her on 0171 269 2308 for an initial discussion.



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Nous vous remercions d'adresser un CV en appelant Lisa Watkins au 00 44 171 894 7815 entre 10h et 4pm (Heure de Londres).

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## Pan-European Equity Sales

Competitive Package

City

As one of Europe's leading securities houses, our client boasts a pre-eminent global equity franchise across research, sales and trading. The continued growth and development of UK and European equity sales coupled with constantly improving client servicing has led to a need to recruit a young graduate sales specialist.

This exciting sales opportunity will involve:

- Selling Pan-European equities to a range of international institutions.
- Understanding international institutional investment criteria and asset allocation requirements.

You should be:

- A self-motivated graduate with a minimum of two years' equity experience, coming from either a sales, research or trading background.
- A high-achiever with excellent communication skills and a proven ability within the equities arena.

As a driven equity specialist with a natural marketing flair, you will have the ability and confidence to gain immediate credibility with your colleagues and clients. You will be keen to take on responsibility and contribute fully to this cohesive, dynamic team. This is an excellent opportunity for a young professional to make a real impact, and remuneration potential will reflect this.

Interested candidates should write to Annabella Humphreys at BBM Selection quoting ref. 434, enclosing a full curriculum vitae, which includes contact telephone numbers.  
All applications will be treated in the strictest confidence.

76 Watling Street  
London  
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Tel: 0171-248 3653  
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## FININFO A KEY EUROPEAN PLAYER IN VALUE-ADDED FINANCIAL INFORMATION

With 350 employees, an annual turnover of 400 million francs and 15 years' experience, the Fininfo Group is strengthening its Front Office Products division and is looking for a

## Project Manager

International Development **Front Office**

BASED  
IN PARIS

We need your experience of the European (preferably Germany/Benelux) interest rate markets to analyse, clarify and explain how they work to our teams responsible for product adaptation. In this role you will analyse the needs of potential users, draw up product-adaptation specifications, validate the final versions aimed at foreign markets and provide technical support to our sales force.

You will have a perfect command of both French and German and have acquired a broad knowledge of financial markets, information technology and marketing tools. You will be a self-starter whose strong conceptualisation ability, rigorous, methodical mind and sense of initiative will earn you a key position as a driving force behind our international development.

Knowledge of the equity markets would be an added advantage.

If this Paris-based position involving European travel interests you, please send your CV with a hand-written letter indicating your salary expectations to Véronique CHABANIS, FININFO, 91/93 av. François Arago, 93017 NANTERRE cedex, France or by fax to 33.1.47.39.47.60



## RISK ANALYST - GLOBAL EQUITIES

This is a highly visible role based on the trading floor of a leading international investment bank.

Responsible for assessing risk in support of the Global Equity trading team, the position will require strong analytical and mathematical abilities. You will be a graduate in Economics, Mathematics or Sciences (minimum 2:1) and have at least 1-2 years' experience in a middle or front office role.

The bank offers excellent opportunities for career development and the salary and bonus package will be highly competitive.

Please contact Elizabeth Williamson

Fax  
0171-626 9400

Clary Court, 21-23 St. Swithin's Lane  
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Telephone  
0171-626 1161

**SHEPHERD LITTLE**



## Outstanding Opportunities in Commercial Lending Director and Senior Manager

### City

### Close Brothers

### £ Competitive

Close Brothers is the second largest UK quoted merchant banking group. It has an enviable reputation for profitability, stability and quality of service within key business sectors which include merchant banking, corporate finance, investment management and asset finance.

The commercial lending division is an integral part of the merchant banking activities, and has a wide portfolio of customers, particularly in the property sector. The team specialises in secured lending to small to medium size companies, and has been successful in winning mandates for several syndicated transactions. The commercial lending division is currently expanding its corporate lending activities to take advantage of an increasing number of business opportunities in the commercial and property sectors. As a result, two high profile opportunities have arisen, at Director and Senior Manager levels, for experienced banking professionals with senior management potential to strengthen the established London-based team.

For further details on these outstanding positions, please contact Simon Lewis at Michael Page City on 0171 269 2316 or send your CV to him at Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649. Please quote ref 344418.



**Michael Page City**  
International Recruitment Consultants  
London Paris Frankfurt Hong Kong Singapore Sydney

#### The key responsibilities include:

- Building profitable relationships with the bank's customers.
- Managing and maintaining the existing portfolio principally in the property sector.
- Evaluating lending proposals and liaising with external advisers.

In order to be successful, the candidates are likely to have the following attributes:

- Strong academic background.
- Excellent interpersonal and managerial skills.
- Proven track record in lending.
- Sound credit and analytical skills.
- Knowledge of the property sector would be an advantage.

These opportunities will only suit ambitious and self-motivated professionals, who can display a mature approach to business and work as part of a team in a dynamic and pressurised environment.

## GOVERNMENT RELATIONS

### London

Our client, a prestigious global US investment bank, is looking for an experienced lawyer to join its Government relations team, based in London.

Candidates must be a US-qualified lawyer, practising for a minimum of two years and able to demonstrate academic excellence including a good primary degree. Previous legal advisory work in international trade law and related policy issues is essential, particularly with respect to multilateral trade negotiations. Understanding of financial operations in international markets is also essential, with particular focus on the telecom sector, as well as experience of advising in the fields of privatisations and international investments.

Candidates must have a high energy level, be able to cope in a highly-pressured environment and have proven interpersonal skills.

The remuneration package will include a competitive salary and banking benefits.

Please write enclosing a full CV to: The Confidential Reply Handling Service, Ref: 683, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Applications will only be forwarded to this client, but please clearly indicate any organisation to which your details should not be sent.

**aia**

HR MARKETING & COMMUNICATIONS

## Head of Principal Investments Central & Eastern Europe

A leading global principal investor with a long term commitment to its investments

### London

### £ Excellent

Our client is a leading industrial holding company with investments in some of the world's pre-eminent corporates. Through its role as a long term and active owner in various industries and companies, it has the capacity to create substantial value.

Its main holdings are in engineering, pharmaceuticals, forest products and service companies, many of which have expanded to become global leaders in their areas of operation. The philosophy of the company is to create value appreciation through active long term ownership and active investment operations. This is demonstrated in the company's annual return which has exceeded an average of 20% over the past 25 years.

The company is now preparing to make private and public equity investments specifically in Central and Eastern Europe and as a result there is a need to recruit a senior professional to lead this new initiative. This role will greatly appeal to an individual wishing to make investment decisions

in a specialised and demanding environment. The individual will have access to a global organisation, to the networks built up and secured over many decades and will be provided with appropriate staff support.

The individual will initially be responsible for recruiting a small team of investment professionals and will build this new business within the framework of a well defined investment mandate. The ideal candidate will have gained experience from working within one of the following: principal investment, M&A, consultancy or industry. It is very important that this individual has an outstanding track record in developing business and must have a thorough knowledge of working within Central and Eastern Europe.

For an initial discussion regarding this role, telephone Annabel Haywood or Paul Wilson on 0171 269 2318 or alternatively send a full curriculum vitae to Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649.



**Michael Page City**  
International Recruitment Consultants  
London Paris Frankfurt Hong Kong Singapore Sydney

## Corporate Finance Manager/Assistant Director

### London

3i Corporate Finance is 3i's corporate finance advisory division, which specialises in mid-market mergers and acquisitions, and advises 3i, the leading provider of investment capital to unquoted business in the UK. As a result of an increasing demand for its services, 3i Corporate Finance is seeking an experienced executive to join its fast growing team.

The successful candidate will have had at least three years experience in the corporate finance department of a merchant/investment bank or a leading firm of accountants and be attracted by 3i's entrepreneurial culture and the chance of greater responsibility. He or she will report to a director, but be responsible for negotiating deals and advising clients on a wide variety of corporate finance transactions.



The ideal candidate is a high calibre graduate aged between 28 and 33, professionally qualified and familiar with the Yellow and Blue Books, financial modelling and valuation techniques. He or she will have sound commercial judgement, senior level credibility and a strong track record of involvement in completed M&A deals in the quoted and unquoted sectors.

Interested candidates should telephone Ian L. Tucker or Elizabeth Arthur on 0171 491 4650 or write to Ian L. Tucker at SC Stephenson Cobbold, 21 Arlington Street, London SW1A 1RN, enclosing a full CV. Fax number: 0171 491 4630.



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AVON, CT 06001 USA  
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## Corporate Banking Relationship Manager

Our client, a leading European bank, is seeking a corporate banking executive with a minimum of 3-5 years' experience of marketing a wide range of banking products to medium/major UK corporates and multinationals. Ideal candidates will be fully conversant with a wide range of products including: term lending, trade finance, treasury products including derivatives and cash management systems.

The position will involve a range of duties including all aspects of account relationship management and marketing for new business opportunities whilst assisting in the development of current relationships. Candidates must have the ability to identify a company's needs, to generate new business and move the client base towards a more global market.

We invite applications from experienced candidates who are degree educated, have a strong credit background, good presentation and communication skills. The latter are necessary when interacting and integrating with other members of the group.

For the right person, who must be a good team player, this position offers significant scope for growth and promotion.

Complete fluency in English/ Spanish, both written and spoken is absolutely essential to take advantage of business opportunities within the current portfolio and worldwide Group sphere of operations.

Please send your full CV together with details of your current package to our recruitment consultant, Karen Lewis, at the address below.



**Jonathan Wren Search & Selection Limited**  
34 London Wall, London EC2M 5RU  
Telephone 0171 583 0828 Facsimile 0171 583 0829

SEARCH & SELECTION

## Schroders International Group Legal Adviser

London Based

Schroders Plc is the largest independent international investment banking and fund management group in the UK.

The Group is seeking to appoint a senior UK qualified lawyer who, reporting directly to the Chairman, will be responsible for the Group's legal affairs and will advise senior management. Additionally, the successful candidate will provide legal advice to all of the Group's principal international businesses.

You will be a lawyer from a leading City law firm or another blue-chip financial institution. Your primary area of expertise will be in corporate finance and/or capital markets. Upon appointment, you will also manage the Group's litigation, employment and other general legal matters. Aged at least 45, your ability to command respect will be vital as you will be advising some of the City's most prominent individuals on a daily basis.

Commensurate with the nature of this rare and high profile advisory position, the successful candidate will be offered a substantial remuneration package.



For further information, in complete confidence, please contact our retained consultants Gareth Quarry, Stephen Rodney or Susan Horne on 0171-495-4062 (0171-354 3079 or 0171-403 5727 evenings/weekends) or write to them at Quarry Douglas Banking and Finance Recruitment, 37-41 Bedford Row, London WC1R 4EJ. Confidential fax 0171-831-6394. This assignment is being handled on an exclusive basis. All direct and indirect applications will be referred to Quarry Douglas.



## Senior Business Analyst - Mutual Funds

J.P. Morgan Investment Management Inc. in London is the international investment arm of J.P. Morgan & Co. Incorporated. With \$205 billion under management worldwide, it is one of the premier investment management houses in the world. These assets are managed in a wide range of funds, domiciled globally, which invest in various financial instruments including US and international equities, bonds, money markets and derivative instruments.

The J.P. Morgan Transfer Agency is responsible for ensuring that the highest possible level of service is provided to the mutual funds' customers. This encompasses monitoring transactions, controlling cash, providing statements and responding to customers' enquiries. Due to its expansion, the business is recruiting an experienced analyst whose role will be:

- to establish priorities and lead analyses of systems, processes, workflows, and information flows
- to develop and manage projects
- to provide and communicate technical and application knowledge and direction at all levels
- to monitor individual project budgets, and assist with overall operations budget

# JPMorgan

The ideal candidate will be educated to degree level and will possess the following capabilities:

- a minimum of seven years' experience in the financial services industry, to include mutual funds work
- proficient technical, analytical, and IT skills
- an understanding of cross border transfer agent operations and cost/benefit analysis
- a solid managerial background, combined with strong organisational and problem solving abilities
- European language skills (German in particular) would be advantageous
- excellent written and oral communications skills

The position offers a generous salary plus banking benefits and excellent career prospects.

J.P. Morgan Investment Management Inc. is an equal opportunity employer.

If you have the necessary prerequisites please contact Colin Gibb on 0171 379 3333 at Robert Walters Associates or send a detailed curriculum vitae stating current remuneration to 10 Bedford Street, London WC2E 9HE or fax details for his attention to 0171 915 8714 or Email: colin.gibb@robertwalters.com.

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Europäisches  
Patentamt

European  
Patent Office

Office européen  
des brevets

The European Patent Office is an international authority whose task is to examine and grant patents on behalf of its 18 Member States. The Austrian sub-office, responsible for promoting the use of patent information located in Vienna, is seeking a qualified person to fill the position of a

## SECRETARY

You will support the Director Development of the Vienna sub-office in administrative and organisational matters, in particular with international correspondence and coordination of day to day business.

You are committed, able to work to strict deadlines and have a very good command of our three official languages English, French and German. You should be an experienced user of PC-based office automation software.

Nationals of the Member States of the European Patent Organisation (at present Austria, Belgium, Denmark, France, Finland, Germany, Greece, Ireland, Italy, Liechtenstein, Luxembourg, Monaco, Netherlands, Portugal, Spain, Sweden, Switzerland, United Kingdom) may apply.

Please send your application at the latest by 12 May 1997 to: Europäisches Patentamt, A. Heigl, Personalabteilung, Postfach 82, Schottenfeldgasse 29, A-1072 Wien.

## Dial

£25,000 Package  
+ Benefits

Based SW London

Dial is one of the leading vehicle management companies in Europe and a member of the Barclays Bank Group. With a turnover in excess of £200M pa, Dial is a fast paced, results driven organisation that offers good career prospects to successful candidates.

## QUANTITATIVE ANALYST

Operating as a wholly owned subsidiary of Barclays Bank, we are a market leader in the field of corporate vehicle management services. With our first-class reputation for customer service and continued expansion in the UK and Europe, the company is well placed to enjoy further growth during the latter part of the 1990's.

An opportunity now exists for a professional to assume responsibility for devising and implementing systems for understanding the inherent volatility in used car prices to improve the management of this risk. The position will include supporting the Senior Economist and undertaking a pro-active role in contributing to strategic and operational decision making. Experienced in the use of statistical analysis techniques in a commercial environment with knowledge of a variety of PC based analysis tools, your superb interpersonal and analytical skills will be instrumental in adding value and driving the business forward.

Educated to degree level with at least a 2i, this exceptional opportunity will appeal to a qualified Economist/Statistician or Operational Researcher ideally with some asset management experience gained with a medium to large sized organisation.

If you feel you meet the requirements of this role, please send a current Curriculum Vitae with a covering letter to Glynis Appelbe, Recruitment Co-ordinator, Dial Contracts Ltd, Dial House, Bursdon Road,

London SW15 6SD.

## ACCOUNTANCY APPOINTMENTS

### CORPORATE FINANCE/TREASURY MANAGER

#### INTERNATIONAL SERVICE SECTOR GROUP

##### HOME COUNTIES

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Quoted group with sizeable operations in the UK and Continental Europe. Recently undergone major change and now seeks to develop and strengthen its core business.

New senior position reporting to the Group Treasurer as part of a small, high calibre Corporate Finance and Treasury team.

Responsibilities cover both direction of the day-to-day treasury activities, and a range of corporate finance projects. Position will entail full responsibility for a continuing series of transactions, without direct supervision.

Experience of treasury is desirable but not essential. This therefore offers a rare opportunity for a highly motivated graduate,

probably with a further professional qualification (eg. ACA/MBA), to shift the direction of their career, as well as appealing to treasury professionals from a corporate background. Age indicator 28-35.

Experience of international businesses will be essential, as will project management and exposure to transactions. Candidates direct from the accountancy profession will be considered, provided that they have been involved in client work outside of audit.

Personal qualities will include excellent problem solving abilities, strong organisational skills, good communication and negotiating skills and the ability to take on rapidly increasing responsibilities.

Please apply in writing quoting reference 1393 with full career and salary details to:  
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### FINANCE DIRECTOR

#### CAREER OPPORTUNITY WITHIN A FTSE 100 GROUP

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Granada Motorways is a £600m turnover business, part of Granada Group plc. It is UK market leader, operating a network of service areas across the country.

The Finance Director position has a highly commercial focus and calls for in-depth operational involvement, as well as core accountabilities for financial reporting, analysis and controls.

He/she reports to the Managing Director, providing cover for him at weekly trading meetings, managing/developing a team of over 20 including the internal audit function, and undertaking objective analysis to provide practical management commentary on business performance.

Qualified accountant, probably aged early/mid 30's, with strong technical abilities in both finance and systems, and a progressive career to date within a leading edge systems business.

Experience of the retail sector or a similar service orientated, multi-site operation would be particularly advantageous. Personal qualities will include commitment, drive and creativity, combined with a positive attitude and first rate people management skills.

Candidates must demonstrate the potential and enthusiasm to make a further contribution to the Group following success in this role.

GRANADA  
GRANADA GROUP PLC

Please apply in writing quoting reference 1400 with full career and salary details to:  
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Whitehead Selection  
11 Hill Street, London W1X 8BB  
Tel: 0171 290 2043  
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# CHIEF FINANCIAL OFFICER

## BRUSSELS

Our client is a large multinational and market leader in its sector. The group employs over 1,500 people worldwide with a turnover of several hundred million US\$. The worldwide headquarters, based in Brussels, is now looking to recruit a Chief Financial Officer.

Reporting to the President & Chief Executive Officer, your main responsibilities will include:

- worldwide responsibility for financial plans, reporting, policies and controls
- direction of the treasury, insurance, tax and audit functions

- provision of overall international advice, counsel and direction to the Board of Directors on financial consequences of plans, actions and operations
- as a member of the Management board, active participation in the tactical and strategic decisions required to meet the Company's corporate financial and non-financial goals

The ideal candidate will have a university degree in Applied Economics or the equivalent, possibly complemented by an MBA, with a minimum of 15 years' experience gained in an international environment. Fluency in English is essential,

knowledge of any other European language being an asset.

In return, our client offers an interesting job opportunity with an attractive salary package in a dynamic and multinational environment.

For further information, please contact Michael Verbeek or Jean-Marc Benker on 00 32 2 511 66 88 (fax 00 32 2 511 99 69) or send them your detailed curriculum vitae at the following address: Robert Walters Associates, Avenue Louise 66 box 5, B-1050 Brussels. Email: lux@robertwalters.com

ROBERT WALTERS ASSOCIATES

## NEWLY QUALIFIED ACCOUNTANTS

Merrill Lynch has grown to become one of the world's leading financial institutions with offices in over thirty countries employing nearly fifty thousand people. This has resulted in a strong foothold in today's very competitive global market.

We are currently recruiting for newly qualified accountants (any discipline) to work within various financial instruments, managing the accountancy angle of international trading books. You will also get involved

with the accounting and audit procedures. Industry experience is not required.

You will consider yourself to be a 'trouble-shooter' who can handle the challenge of a constantly changing environment. Flexibility and good systems knowledge are key attributes, and your skills would be particularly advantageous.

The rewards, both financial and in terms of career progression, are undoubtedly some of the best in the

City. Along with a generous benefits package, Merrill Lynch is committed to a philosophy of investing time and money into its employees to enable them to provide clients with the ultimate service.

Interested applicants should contact Sheridan Mosher or Usairi Bawany on 0171 493 1481 at Parker Bridge Recruitment, Abbot House, 1-2 Hemover Street, London W1R 9WB. Fax number 0171 493 4563. E-Mail address: Parker.Bridge@btinternet.com. All direct applications will be forwarded to Parker

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As one of the UK's leading photocopiers we are seeking an ACA capable of fulfilling a mixed accounting and taxation role.

This appointment will allow you to apply your accountancy and taxation skills to add value to the commercial decision making process within a lean management structure.

You will have excellent intellectual and interpersonal skills which will enable you to interact with senior management.

Please send full CV to: Ricky Barrow, Financial Controller, Bonusprint Limited, Sterling Way, Borehamwood, Herts, WD6 2AZ



## EUROPEAN INVESTMENT BANK

The EIB is the long-term financing institution of the European Union and one of the largest multilateral lending institutions in the world. Its focus is increasingly on projects promoted by the private sector. Within the Projects Directorate, responsible for the techno-economic appraisal of projects, the Bank is currently seeking for appointment at its headquarters in Luxembourg (m/f)



## Industrial Economists

with extensive experience among the following industrial sectors: • material processing (glass, cement, metallurgical, industrial gases, refining and chemicals, ...); • engineering industries such as automobiles; • telecommunications; • air transport.

A short term or permanent appointment would be considered.

Duties: • assessment, within multi-disciplinary teams together with financial analysts and engineers, of the economic, financial and environmental viability of capital investment projects in a variety of industrial sectors in developed and developing countries; • preparation of sectoral studies; • identification of business opportunities. The post will involve extensive travel both within the Union and outside.

Qualifications: • advanced academic qualifications (Masters or Doctorate) in economics; • good knowledge of applied quantitative methods; • experience of discounted cash flow economic modelling, including cost-benefit analysis, risk analysis and environmental impact appraisal; • 5 years or more experience gained, preferably internationally, in appraisal of industrial projects within a corporate, consultancy, or financial sector environment; • awareness of the issues involved with deregulation, liberalisation and privatisation of markets; • an analytical approach, decisiveness, team spirit and ability to communicate effectively.

Languages: Perfect knowledge of English or French and a good command of the other. Working knowledge of other EU languages would be an advantage.

The EIB offers attractive terms of employment and salary with a wide range of welfare benefits. Applications from women would be particularly welcome.

Applicants, who must be nationals of a Member Country of the European Union, are invited to send their curriculum vitae, in English or French, together with a letter and a photograph, quoting the appropriate reference, to:

EUROPEAN INVESTMENT BANK  
Recruitment Division (Ref.: PRA 9705),  
L-2950 LUXEMBOURG. Fax: +352 4379 2545.  
(http://www.eib.org)

Applications will be treated in strictest confidence and will not be returned.

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Broking in OTC Equity Options is a niche activity within international money and securities broking group TRIO Holdings PLC, a listed Public Company. Our small OTC options teams in London and Frankfurt are centres of excellence in this rapidly growing inter-professional market, enjoying enviable market leadership. The broking service covers leading international stock exchange indices, single stock options, baskets, and stock repos.

**EXCELLENT OPPORTUNITIES EXIST, only for outstanding candidates, to join the young, London-based OTC Equities team.**

Successful applicants will have a 1 or 1/1 degree from a top university, will be highly numerate, motivated and possess the strongest inter-personal and communication skills. They may be bi-lingual in a European language.

Some experience of the securities markets, futures, options or the money markets may be helpful, but not necessarily pre-requisite.

Please send a resume in strictest confidence to the Secretary of the Chairman of Trio Holdings:  
Julianne Love, TRIO Holdings PLC, 4 Deans Court, London EC4V 5AA  
(0171-489 8033)



## European Bank for Reconstruction and Development

The European Bank has a unique challenge to assist the countries of central and eastern Europe and the former USSR in their transition to market economies.

The European Bank supports projects through lending, taking equity positions and providing technical assistance.

The Internal Audit Department provides management with periodic independent and objective appraisals and audits of financial, operational, administrative and other relevant activities.

Along with a competitive compensation and relocation package, we offer action and achievement in a historic enterprise.

## Internal Auditor

Responsibilities: ☐ to plan and carry out internal audits independently as prescribed in the annual audit programme; ☐ to devise practical, efficient and effective procedures to issues identified during audits; ☐ to undertake the audits as prescribed.

Qualifications and experience: ☐ professional accountancy qualification; ☐ at least 5 years' post-graduate qualification experience in Banking or Finance; ☐ very good written and oral communication skills in English; ☐ strong analytical skills; ☐ ability to work at all levels of management; ☐ computer literacy; ☐ ability to work independently.

To apply, please send a detailed c.v. to: **Internal Audit Department**, European Bank for Reconstruction and Development, 1111 Avenue of the Americas, New York, NY 10020-2242, USA. Tel: +1 212 559 1234. Fax: +1 212 559 1235.

Applications will be acknowledged. Please help bring

## Oil Analyst

with the commercial awareness to influence strategy

Our client is a leading European Oil Market participant with substantial and varied interests.

We are looking for a highly numerate, articulate market/business analyst with oil industry experience to work closely with its trading team.

This is a highly visible role designed to impact on business development as well as trading strategies; it follows therefore that we will require a broad range of analytical skills and, crucially, a commercially focused approach. The ability to work accurately to strict deadlines, the communication/presentation skills to impart the results of analyses and the flexibility to conduct ad hoc projects are all important.

Above all, a business oriented, sharp intellect will be mandatory.

This is a first class career opportunity to become heavily involved in the development of the company and the salary package should attract top quality candidates.

Please forward full career details, including current salary package to Colleen Quilty, Exchange Consulting Group Ltd, 13 St Swin's Lane, London EC4N 8AL. Telephone 0171 929 2383. Fax 0171 929 2805.

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## GREECE

## OUTSTANDING CAREER OPPORTUNITIES FOR MANAGERS

## MOBILE TELECOMMUNICATIONS

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Believing that our vehicle for continuous success is our people, we want to employ the best. We are therefore targeting at high calibre individuals with proven successful track record preferably with top international telecommunications companies.

You must be fluent in Greek and English and willing to relocate and make a career in Greece. A working knowledge of Italian and/or other major European languages will be an asset.

We offer very attractive remuneration packages commensurate with the level of the managerial positions to be filled, as well as challenging and rewarding careers within a first class organization, with strong presence all over the world.

If you believe that you meet the above requirements and this opportunity sounds like the challenge you were looking for, please send your resume to STET HELLAS - Human Resources Department, 62, Kifissias Avenue, 151 25 Marousi. Tel.: (301) 618.6232, 618.6205 and Fax: (301) 680.6504. All applications will be treated in strictest confidence.



## Senior Compliance Officer

Major Financial Services Group

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With assets in excess of £50 billion and a proven track record in terms of growth, market share and profitability, this leading and highly respected financial institution seeks an experienced compliance professional to provide vital coverage to its investment and developing investment banking operations.

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Based in London, the Compliance Department has responsibility across a number of substantial businesses. You will have the necessary focus and determination to build vital relationships across key areas and functions of these businesses.

Specific responsibilities will include the interpretation and monitoring of all procedures and activities to ensure compliance with all the relevant regulatory authorities as well as providing guidance and motivation to personnel as to their responsibilities from a compliance perspective. You will play a key role in the development of new products as well as building relationships across a range of front office functions.

You will be a highly professional and task oriented individual who can demonstrate substantial experience of SFA regulation within the compliance function of a financial services institution. This opportunity is suited to an individual with first rate communication skills, both written and oral, who enjoys identifying the major business issues faced by a rapidly developing compliance team.

This role is seen as a fast track appointment for an individual who strives for excellence and who will enjoy the opportunity for significant career progression.

Interested candidates should write promptly to Michael Herst or Charles Austin at Herst Austin Rowley, 30 St. George Street, London W1R 9EA, enclosing a full Curriculum Vitae and quoting ref. HAR0129. Fax: 0171 409 7872. Email: charles@herst.co.uk

**HERST AUSTIN ROWLEY**

Part of the Harrison Willis Group



**ANALYST**  
35, European MBA, EU national/CIS background. Experience in financial analysis of East/Central European companies with two City banks. Seeks position in bank/financial institution active in Eastern Europe/Russia. Fluent Russian, English, Romanian. London based. Can relocate. Phone/Fax: 44 181 6756607

## Corporate Treasury/Trading

Forex trader with a 2 yrs experience Masters of Science University in Chicago Fluent in German • French • Dutch • English Seeks new challenging role in hedging and/or trading

Replies to Box 45414, Financial Times, One Southwark Bridge, London SE1 9HL

ASSISTANT TRADER  
INTEREST RATE ARBITRAGE AND  
FIXED INCOME PORTFOLIO

As a recognised leader in the fixed income and equity markets, our client, an International Investment Bank, provides a comprehensive range of products and services in the primary and secondary bond and equity markets, to include currency and interest rate swaps and options, fixed income and equity derivative products and other specialised instruments.

**JARED JAMES**

## Responsibilities

- Trading and technical support to the Bank's portfolio and arbitrage operations in all interest rate products, to include bonds, swaps and futures.
- Creation of computer models and development of new tools to analyse the markets to a more effective way.
- Identifying investment opportunities with a view to position taking based on relative value.

## Qualifications

- Outstanding graduate, mathematical bias preferred.
- 2-3 years experience of cash and derivatives markets trading or analysis within an investment or Commercial Banking environment.
- Strong computer systems and programming skills.
- European languages an advantage.

A competitive package and excellent career opportunities are offered to attract the highest calibre candidates.

Interested candidates should write to Mark Jackson or Bradley Rood at Jared James, quoting reference: 69772, enclosing a full CV. All applications will be treated in the strictest confidence.

Jared James Associates Ltd,  
Executive Search and Recruitment Consultants,  
Docklands Business Centre,  
10-16 Tyler Road, London, E14 8PX  
Telephone: 0171 345 5071 Fax: 0171 308 5064

Emirates Bank International in the UAE with its headquarters in Dubai has an extensive domestic and overseas branch network offering comprehensive banking services.

The bank constantly endeavors to provide innovative, technology-based products and services, tailor-made to meet the needs of a wide cross section of the society. Emirates Bank's high caliber staff are trained to deliver superior service ensuring total customer satisfaction.

To augment our existing resources, we wish to recruit:

MANAGER - INTERNAL AUDIT -  
FINANCIAL SERVICES

The incumbent will be responsible for managing and controlling staff in the execution and performance of internal audits of Financial, Administrative and Support services throughout the EBI group, as well as providing resources for investigations as and when required. He will be expected to provide opinions on matters of risk and the systems of internal control adopted by management as well as suggest improvements promoting effective controls at reasonable cost. He will also contribute to the refinement of review methodologies & assist in staff development.

Applicants must be graduates, hold a suitable professional qualification and have six years post qualification experience, with exposure to internal audit within a banking or financial services environment, at a managerial level.

Strong team leadership, sound judgement as well as good investigative skills, are essentials for the position. Excellent interpersonal and communication skills are prerequisites for success.

We offer an attractive and competitive remuneration package with ample opportunities to develop and grow in a stimulating environment.

Please apply with detailed curriculum vitae and a passport size photograph to the address given below.

The closing date for application will be 2 weeks from the date of this ad and only shortlisted candidates will be called for an interview.

Applications should be sent to Ref: 397 MAFS  
Manager - Personnel & Administration  
Emirates Bank International PJSC, P.O. Box 2923 Dubai, U.A.E.



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The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to target the French business world. For information on rates and further details please telephone: Toby Finden-Crofts on

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# FINANCE & LOGISTICS MANAGER

## ASIA-PACIFIC

Our client is a recently established Joint-Venture between two recognized Duty Free operators with an extensive history of successful international entrepreneurship. The objective is to become the leading distributor in the Asia Pacific Region, offering high quality service and buying power to associated business partners. The operations will start this summer and will have a planned staff of 35 employees within a one-year period.

We are now seeking to recruit an entrepreneurial manager, who will strengthen the management team and is responsible for all finance, logistic and IT activities (15 employees).

Reporting to the Managing Director, your main tasks will be:

- structuring and managing financial administration and reporting
- financial planning, budgeting, analysis and reporting
- improvement of business operations and procedures
- spending partner of senior management and joint-venture partners
- coordination of purchasing, warehousing and distribution
- ad hoc projects and assignments

Successful candidates for this most challenging opportunity will have a recognized business degree, preferably complemented with a post-graduate qualification (MBA/ACA or equivalent). You will have a minimum of seven to ten years' relevant experience, ideally gained working in an international sales-driven

## EXCELLENT EXPAT PACKAGE

organization in the retail or distribution industry.

You are an ambitious and results-focused team player, capable of managing diversity and multi-cultural environment. Furthermore, you possess a flexible and creative personality. Combining a pro-active business approach with outstanding communication and social skills. International mobility is required, as is IT proficiency and fluency in English.

If you are interested in this position, please contact Jasper J. Ligteneberg, MBA on: 00 31 20 6444 655 or alternatively send your curriculum vitae to: Robert Walters Associates, 'Silvermeers', Amstelplein 166, 1079 LH Amsterdam, Email: jasper.ligteneberg@robertwalters.com or fax: 00 31 20 6429 005.

ROBERT WALTERS ASSOCIATES

LONDON AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON JACKSONVILLE

## DIRECTOR - BUSINESS DEVELOPMENT

### Midlands Base

Our client is a leading, independent provider of outsourced residential nursing and specialist care for the elderly, frail and those with learning disabilities. They have enjoyed substantial business growth over the last five years and as such have carried a reputation for both value for money and depth of care provision.

Now, following a step-change into the next phase of their development, they seek to strengthen their senior management team. One critical part of this expansion strategy is the delivery of turnkey services to Health and Local Authorities. The Director of Business Development will be responsible for identifying, negotiating and implementing these new residential developments in partnership with Health Authorities, Trusts and Social Services departments. A secondary thrust is to identify, negotiate and facilitate referral and block contract opportunities for the company's

to £50K

services. The Director will also be responsible for identifying, negotiating and implementing these new residential developments in partnership with Health Authorities, Trusts and Social Services departments. A secondary thrust is to identify, negotiate and facilitate referral and block contract opportunities for the company's

WHEALE THOMAS HODGINS PLC

## FINANCE MANAGER-BUSINESS DEVELOPMENT

### BRISTOL

RAC

possessing the vital experience and infrastructure, financial and personal loyalty and market they are now poised for a phase of growth.

This company will influence business activities by providing advice to various clients. Directors of Business Development will be responsible for identifying, negotiating and implementing these new residential developments in partnership with Health Authorities, Trusts and Social Services departments. A secondary thrust is to identify, negotiate and facilitate referral and block contract opportunities for the company's

services. The Director will also be responsible for identifying, negotiating and implementing these new residential developments in partnership with Health Authorities, Trusts and Social Services departments. A secondary thrust is to identify, negotiate and facilitate referral and block contract opportunities for the company's

WHEALE THOMAS HODGINS PLC

## FINANCIAL CONTROLLER

c.£60,000 + Bonus + Benefits East Anglia

Our client is a leading financial services company writing in excess of £1 billion premiums per annum. As a market leader, it has a reputation in the use of innovative management and financial systems to provide outstanding service to match the needs of its customers. It is currently undergoing a major re-organisation to improve significantly its operational efficiency, cut costs and enhance profit margins.

### THE POSITION

- Reports to Head of Finance.
- Responsible for all aspects of financial and management reporting; managing approximately 20 staff.
- Ensure strict financial disciplines are applied throughout the business.
- Work closely with business and finance managers.
- Play a significant role in improving the company's overall financial performance.

### QUALIFICATIONS

- Aged 33-45. Qualified chartered accountant with excellent analytical and financial management skills.
- Knowledge of modern planning, control and budgeting techniques.
- Experience within financial services industry.
- Ability to drive change.
- Strong man-management and inter-personal skills; a team builder with high energy and drive.

Candidates should send details of career to date and current remuneration, quoting Ref 416 to The Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB. Tel: 0171 630 9255. Fax: 0171 233 7915

WHITNEY  
SELECTION

## Group Financial Accountant

To £40,000

South Buckinghamshire

High profile opportunity for ambitious recently qualified Chartered Accountant, in worldwide headquarters of acquisitive plc, to manage group financial reporting and undertake business analysis and commercial projects.

### THE COMPANY

- Highly profitable manufacturing group. Superb record of organic and acquisitive growth worldwide. Twenty five subsidiary companies.
- Recognised international market leader in all its chosen sectors. Successful record of diversification into new markets.
- Established reputation for product excellence and innovation. Prudential customer base. Committed to expansion.

### THE POSITION

- Responsibility for production of consolidated financial and management accounts for rapidly growing multinational conglomerate. Number two to the Group Financial Controller.
- Drive improvement in quality and timeliness of financial information by championing development in IT application and submission of results from subsidiaries.

- Analyse and provide commentary on subsidiary performance. Undertake project assignments including investment appraisal, pre and post acquisition evaluation.

### QUALIFICATIONS

- Graduate, "top 10" trained, qualified Chartered Accountant with two to five years' post qualification experience gained in practice or industry, including experience of multicurrency accounting.
- Demonstrable experience of driving improvement in financial and management reporting processes and key performance indicators. Strong knowledge of financial software advantages.
- Technically excellent with commercial vision and process orientation. Strong communication and influencing skills with an assertive but diplomatic, demonstrating maturity and credibility.

Please send full cv, stating salary, ref LG70418, to NBS, 54 Jermyn Street, London SW1Y 6LX

Fax 0171 409 1786 Tel 0171 493 6392

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GLYNDEBOURNE

## Director of Finance and Resources

Attractive Package

East Sussex

Exceptional opportunity for an outstanding and enthusiastic finance professional in a pivotal and broad role within this leading opera company and related interests.

### THE ORGANISATION

- Producers of world-renowned summer opera season, annual tour and related educational and community projects - registered charity.
- £12.5m opera turnover. 60 permanent staff rising to more than 500 during the season.
- Private interests of the Christie family.

### THE POSITION

- Direct and manage financial, company secretarial, IT and administrative functions, delivering consistent high-quality service to the business.
- Determine financial strategy and targets. Broad commercial involvement and accountability with key role in pricing strategy, sponsor liaison and media/TV contracts.

- Responsibility for administration of diversified Glynedebourne and Devon estates/investments and directing management teams in respect of Christie family interests.

### QUALIFICATIONS

- Qualified Accountant with significant strategic level experience gained in dynamic customer-centred operation.
- Strong commercial focus, hands-on approach with planning and organisational skills to manage and motivate diverse team. Appreciation of the arts.
- Respected professional, able to communicate at all levels and committed to developing staff.

Please send full cv, stating salary, ref LG704A1, to NBS, 54 Jermyn Street, London SW1Y 6LX

Fax 0171 409 1786 Tel 0171 493 6392

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## REVLON

## Finance Manager - Europe

Central London

£ Excellent + Car + Bonus

Revlon, a \$2.1 billion multinational corporation, revolutionised the cosmetics industry to what we know it today. With products sold in over 175 countries, it is one of the most recognised brand names in the world and is firmly committed to a strategy of future growth.

The dynamic changes across the group have created a rare and exciting opportunity for a high calibre Finance Manager who has the confidence and desire to challenge existing practices and drive further enhancements within Europe. Working closely with the CEO - Europe, this role will, for the right individual, challenge and utilise their full range of abilities. In what is anticipated to be a highly analytical/project based role, key responsibilities will include:

- Undertaking a wide range of financial and structural projects in local markets.
- Management of monthly and annual consolidation process.
- Key intermediary in the management and provision of analytical information between the US and eight European local markets.
- Identification and investigation of significant operating variances and providing proposals for corrective action.

Candidates will be qualified accountants, with a minimum of three years F&E and experience of managing consolidation accounting systems, ideally Hyperion or Microcontrol. Exposure to working in a head office environment for a US/European multinational organisation in a consumer product industry will be of particular interest. In-depth experience of Excel/Word is essential.

To succeed in this demanding role, you will be a self-starter, with excellent interpersonal skills, demonstrating high levels of drive and initiative. Credibility and a good sense of humour are also prerequisites.

If you have a proven track record and are capable of making an immediate impact within an increasingly demanding environment, then apply in writing to: James Christie at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LE, quoting reference 344230.



Michael Page Finance

Specialist in Financial Recruitment

London Bristol Birmingham Edinburgh Glasgow Leedshead Leeds

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From time to time  
world-class  
opportunities arise  
that will completely  
challenge your thinking -  
this is one of those times

### Project Managers - London/Dublin/Continental Europe Highly Competitive Packages

Merrill Lynch is one of the great names of world finance - a global network of nearly fifty thousand employees in over thirty countries providing outstanding advice on a full range of integrated financial services for private, corporate, governmental and institutional clients.

The firm has a declared intention to continue the significant growth of its non-US operations, making the role of Europe critical in the overall corporate strategy. This drive affects every aspect of the organisation including an Operations and Finance division which provides a sophisticated infrastructure of support to the business.

Within such an environment, there is a need to continually review processes, to improve the levels of support and implement new developments. Consequently, a need now exists to resource experienced Project Managers who can not only challenge the existing status quo by the quality of their thinking, but provide practical and timely solutions. Individual projects are wide in their scope and can encompass areas as diverse as the upgrading of settlement systems, the development of new products, the re-working of management reporting procedures, the implementation of new technology or the establishment of new office locations throughout Europe.

The Project Managers will provide a dynamism, a degree of commitment and an ability to challenge which will highlight them as drivers of the business. They will be able to think 'outside the box', to motivate both themselves and others, to be constantly flexible in their approach and to be totally focused towards the satisfaction of their clients - both internal and external.

Ideal candidates will be graduates with a fast-tracked record of achievement in managing complex projects whilst combining the above traits with appropriate technical knowledge. Whilst some of these roles will demand a knowledge of either banking, finance or treasury, we are very keen to consider applications from those with suitable experience in other commercial sectors - notably IT, engineering, retail, consultancy and oil and gas.

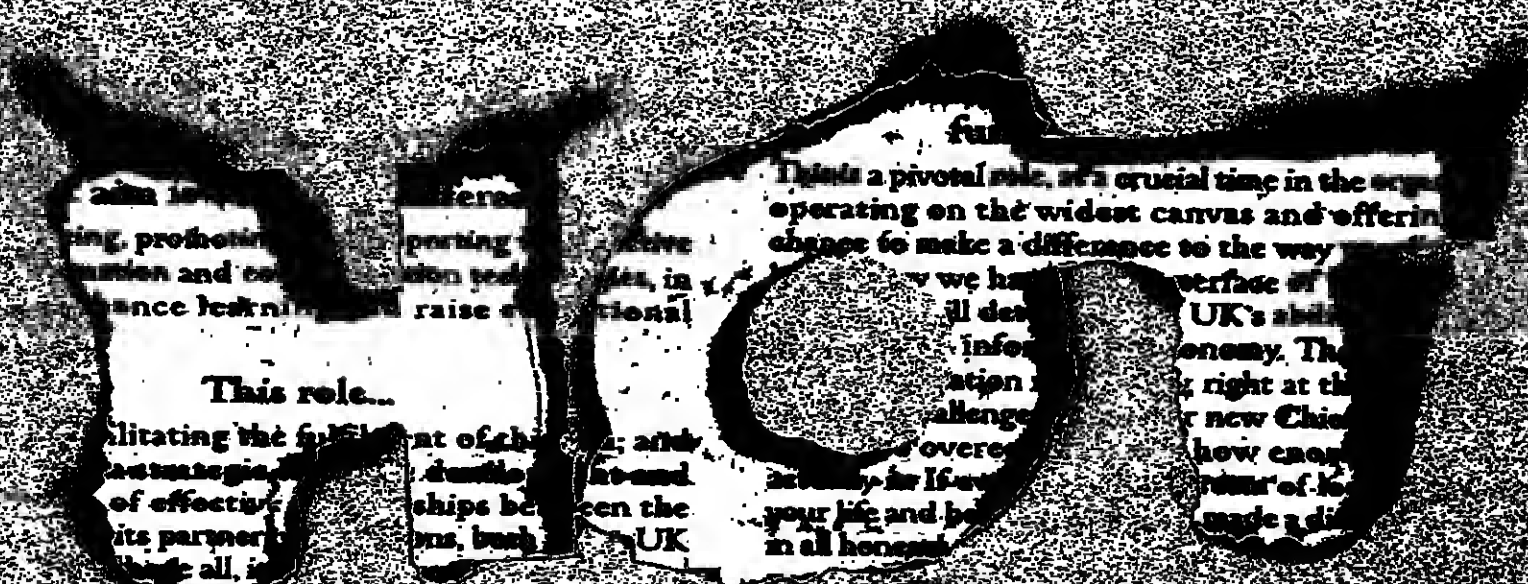
The rewards, both financial and in terms of future career progression, are first-class in an organisation committed to both respect for the individual and a focus on team work to enhance its reputation. Interested candidates should send a concise curriculum vitae, mentioning details of current package, in which location you are interested and quoting reference MD5353, to Mark Knapper, Project Director, Macmillan Davies Hodes, Salisbury House, Bluecoats, Hertford SG14 1PU. Alternatively, details can be sent by E-mail: [knapperm@macdmail.mhs.compuserve.com](mailto:knapperm@macdmail.mhs.compuserve.com)

Initial interviews will be carried out at locations in both the UK and Ireland.



**Merrill Lynch**

## BIG 6 A C A / B L U E C H I P C I M A



## talent for MANAGEMENT CONSULTANCY

At PwC, we are looking for talented individuals to join our team of management consultants. We are currently seeking individuals who are graduates with a strong academic background and who are interested in a career in management consulting. Our training programme is designed to provide you with the skills and knowledge you need to succeed in this challenging and rewarding profession. We offer a competitive salary and a comprehensive benefits package. If you are interested in joining our team, please contact us at <http://www.pwc.co.uk>.

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## Financial Controller

### Specialist Manufacturing Company

Surrey - c. £45,000 + bonus + car + other benefits

Our client manufactures high value machinery for the graphic arts industry, whose products are recognised as being at the forefront of technology. Part of a large US based organisation our client has a turnover in excess of £5m. A significant proportion of the company's sales is achieved in the export market, particularly in United States, Europe and Asia Pacific.

Key to the company's future development is the recruitment of a commercially minded Financial Controller. Reporting to the Managing Director you will be responsible for all aspects of finance and administration as well as actively participating in strategic and business management of the company. A key requirement of the role is to re-engineer financial and accounting processes and controls, so as to provide relevant and timely management information to the executive team.

Suitable candidates will be qualified accountants with at least five years post qualification experience in manufacturing, preferably a high value, small batch environment. Additionally, a high level of business and commercial acumen with a proven track record of

implementing sound cost and financial management systems will be necessary. A determined and enthusiastic individual, you will have excellent communication skills and be strongly team oriented. This is a tremendous opportunity to make an immediate impact on the business and to utilise and develop your commercial management skills.

To be considered for this position please send your curriculum vitae with current salary details and an explanation on how your experience meets the above criteria to Paul Modley, Ernst & Young Management Resourcing, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH, quoting reference PM0118. Fax 0171 931 1022 or e-mail: pmodley@cc.ernst.co.uk

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RECRUITMENT CONSULTANTS GROUP

2 London Wall Buildings, London Wall, London EC2M 5PP  
Tel: 0171-588 3598 or 0171-588 3576  
Fax No. 0171-256 8501

## ASSOCIATE DIRECTOR - TRANSACTION & RISK MANAGEMENT INSTITUTIONAL PRIVATE EQUITY

LONDON

£60,000-£90,000 + BENEFITS

PRIVATE EQUITY BUSINESS OF ONE OF THE LARGEST AND MOST  
DIVERSIFIED FINANCIAL SERVICES COMPANIES

Due to the rapid expansion of our client's volume of business we invite applications from candidates who have significant risk management or transaction experience of complex equity, equity-related or project financings with financial services businesses. As part of an exceptionally able team you will work at the forefront of the transaction process with the originators, and will be responsible for the analysis, structuring, review of the financial modelling, negotiation, documentation, closing, portfolio management and ultimately exit. You are likely to have a post-graduate degree in finance or a related discipline and a second European language is highly desirable. There will be frequent European travel. You need to be highly energetic, have boundless self-confidence, keen to embrace change and "do deals", take great responsibility and be able to justify the decisions you take. Attractive package including car or car allowance, contributory pension, medical scheme, large company benefits and excellent international career development opportunities. Applications in strict confidence, under reference RM6154FT to the Managing Director, CJA.

## Newly and Recently-Qualified ACAs Do you have CFO or CEO potential?

### Exceptional Leadership Development Programme

For ambitious ACAs, GE offers challenge, exhilaration and opportunity on an accelerated management programme unlike anything else in the business world today.

World leader in terms of market capitalisation and one of the most profitable businesses in the US, GE aims to be first in each of its core markets - from financial services to lightbulbs, aircraft engines to network broadcasting. One of Europe's fastest-growing giants - GE Capital alone has acquired one European business every fortnight for the last two years - GE's global performance is consistently ground-breaking. This rapid growth fuels a demand for exceptional finance professionals, with the will and the talent to build on their training and develop the business experience necessary to move rapidly into a CFO or CEO role anywhere in the world.

GE's multi-disciplinary, multi-cultural Audit Staff is the premier training ground for these business leaders. Offering a chance to touch all 13 core businesses, it leverages existing experience and provides the fastest career path to management within GE's \$70 billion global corporation. Radically different from audit in the profession, the brief is wide-ranging: anything that has an impact on performance is analysed and challenged, developing and implementing plans for far-reaching change. The pace is fast: individuals undertake three assignments a year in different businesses at varied locations worldwide. Carrying out proactive reviews and investigations, the team looks at critical business processes, spreading best practices, questioning the status quo and driving improvements in speed, quality and productivity. Challenging and diverse in its work, the team's aim is to make GE's businesses not a little better but dramatically better. The travel is demanding - you will be away on assignment or training 100% of the time - but the fly-home policy and benefits are generous and flexible.

From day one, the learning curve is steep. A constant review programme which continues throughout your career ensures that training and assignments are tailored to your needs. Around six weeks in the first year alone are devoted to formal training. Some of the best minds from within GE lead courses ranging from presentation and management skills through to business-related training covering qualitative leadership and business process re-engineering.

The learning opportunity is so enormous and the breadth of experience so wide that you will make rapid progress. Associates are typically promoted after a year and become Managers after two. Three years in the team prepares you for a leadership role anywhere in the world.

The qualifications are simple: an excellent academic record, newly or recently-qualified ACA or European equivalent. Big Six trained with first-time passes.

As long as you are keen to learn from exceptional candidates, will under training contract. Most important: a real desire to make an impact, maximise your potential, and ultimately to lead others. You will need enormous energy, relish change and have a passion for excellence. You must also have strong analytical skills and a truly international mindset, with the ability to drive quality and change in a company that detests red-tape and bureaucracy.

If you would like to take up the challenge, please send a copy of your CV and current salary details to Alderwick Consulting Ltd, 100 Alderwick Road, EC4A 3EP. Fax (444) 171 931 1022. We will be in touch if you are shortlisted or would like more information. Informal discussions are welcome (weekdays or evenings) on 0171 931 1022.



GE

## Finance Director Designate

Substantial package including options

Peterborough

Highly commercial and entrepreneurial brief with defined progression to the Board. A unique opportunity to contribute significantly to a phenomenal business success story.

Recently floated on the London Stock Exchange, United Overseas Group plc is a c.£80m turnover company that purchases substantial quantities of quality branded products for distribution through an extensive network of major retail outlets in the UK and 67 countries worldwide. They are the largest specialist distributor in Europe of excess inventory of branded toiletries, cosmetics and toys and games. They also distribute household goods, sports goods and confectionery and beverages.

Reporting to the Chief Executive, your key tasks will include:

- Providing effective financial management, control and reporting across all the company's operations, including its overseas subsidiaries in the United States, the Republic of Ireland, Sweden and Canada.
- Enhancing and developing financial systems and ensuring the management team have the relevant information on which to base key business decisions.
- Contributing to the overall management and direction of the business, participating fully in strategic discussions and acquisition reviews, evaluating and negotiating deals.

Responsibility for cash and treasury management and playing a key role in the maintenance of critical business relationships including shareholders, institutions and providers of finance.

A commercially astute ACA with management reporting, acquisition, treasury, and IT experience you must be comfortable operating within a fast-moving, deal-making environment which requires a flexible and highly entrepreneurial approach.

Essential personal qualities will include energy, enthusiasm and a hands-on, can-do mentality and approach together with sharp intellect and astute commercial judgment.

This is a critical appointment which will appeal to candidates who have the discipline and track record gained through formative years in a structured business, who are now looking for something different.

Applicants should write in confidence, with full career details, including salary and quoting reference MD5360, to our advising consultant, David Lloyd, Macmillan Davies Hodes, Salisbury House, Bluecoats, Hertford SG14 1PU. Tel: 01992 552552. Fax: 01992 509908.

United Overseas  
Group plc

## Financial Controller

Exciting growth opportunity in the City

City

c.£60,000 + Bonus + Benefits

Our client is the subsidiary of a major Italian investment firm, itself part of a substantial banking group, with a market leading presence in fixed income products and derivatives and a range of other financial services activities. The company has ambitious international growth plans and is now establishing a London operation to encompass futures and options trading, bond sales and various treasury/money market activities.

A Financial Controller is sought to establish an effective financial infrastructure, reporting to the Deputy General Manager. The appointee will hold responsibility for the following areas:

- all financial and management accounting activities, including regular liaison with the parent company;
- management control across all cost centres and compliance of financial data with SFA and statutory rules;
- broad office management responsibility and development of a small team of professional financial staff.

Candidates are likely to be aged in their late twenties to late thirties with a minimum of three years' relevant experience within a London based financial institution. They must demonstrate a thorough knowledge of the UK regulatory environment, ideally combined with previous experience of foreign parent company reporting. A knowledge of Italian, or the willingness to undertake an intensive Italian language course, is an essential requirement. Candidates will be self-starters with evident management ability and a practical, hands-on approach.

This is a key role within this exciting new operation. The remuneration package will be commensurate with the importance of this role, including substantial bonus potential.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 6927 on both letter and envelope, and including details of current remuneration.

**GKRS**

SEARCH & SELECTION  
86 JERMYN STREET, LONDON SW1Y 6JB. TEL: 0171 468 3800  
A GKRS Group Company

c. £60,000  
Equity

London/New York

## FINANCE DIRECTOR

### International Business Communication Services

This is a unique opportunity to take a pivotal role at the heart of this high growth entrepreneurial company operating in the rapidly expanding business communications sector with a strong existing blue-chip client-base and aggressive long-term growth objectives.

#### THE ROLE

- Reporting to the Chief Executive, and operating as key member of a close-knit collegiate board you will be responsible for ensuring financial control, and will play a major role in strategy formulation.
- You will drive business performance improvement through the provision of enhanced management information; functional leadership of the Accounting and Commercial teams and financial control of the Business Units.
- You will be responsible for identifying finance requirements & securing funding for major business development opportunities by extending existing banking relationships and managing third party financiers.

#### QUALIFICATIONS

- Graduate accountant and/or MBA, aged  $\pm 35$  with a first class track record in Treasury and Financial Management plus exposure to M&A work, preferably gained at board-level in an international customer-focused service business.
  - A highly motivated achiever, able to lead by example, effective at working in teams to set and achieve ambitious performance objectives. Creative yet down-to-earth with superior communications and negotiating skills and a sense of humour.
- If you believe that your experience and ambitions match this opportunity, please send your CV and details of your current package to Box A5417, Financial Times, One Southwark Bridge, London SE1 9HL.



# CIBC Wood Gundy

## Career Opportunities in Finance

London

£ Excellent



Michael Page City

International Recruitment Consultants  
London Paris Frankfurt Hong Kong Singapore Sydney

## It's time to join a winning team

CIBC Wood Gundy is the corporate and investment banking arm of CIBC, the 8th largest financial institution in North America, with assets of over \$160 billion. CIBC Wood Gundy employs more than 5,000 people in 21 offices worldwide and has established businesses in all of the major global financial centres.

CIBC Wood Gundy's recent history is one of notable growth and success. The year to 1995-96 saw income increase 120% to over \$520 million, reflecting the strength of its core trading, underwriting and broking activities and the positive contribution from new business lines such as financial products and high yield financing.

### CIBC Wood Gundy in London

The London operation has been key to this business development. In the last two years has expanded and now employs over 500 staff. London lies at the heart of CIBC Wood Gundy's European and Middle Eastern operations and is at the forefront of new business initiatives.

The London finance function exemplifies CIBC Wood Gundy's philosophy. The department is comprised of trade support, finance and regulatory reporting and management information. Individuals are encouraged to move between these areas to gain comprehensive finance experience. Career advancement is measured in the growth of individual capability and their contribution to the team.

### The Opportunities

Central to CIBC Wood Gundy's continuing success is the recruitment and development of new members of the London finance team. Current opportunities are as follows:

#### Associate Directors - Trade Support

Three new associate directors are required to join the London Trade Support team. These are important positions for qualified accountants with a minimum of three years experience in a product/business support related role. All candidates must have strong systems skills and an immediate credibility enabling them to embrace a high degree of autonomy from day one. The roles are as follows:

#### Funding & Liquidity Management

Reporting to the Head of Trade Support and responsible for a team of four, this role is strategically important, being part of a global team which is responsible for Europe. The role involves a strong project element. The Group encompasses a wide businesses with diverse products including the Bonds, FX, Money Markets and Interest Rate products.

#### Origination & Structuring

Reporting to the Head of Trade Support and responsible for building up a small team, this role will have responsibility for the creation and development from the ground level of a full business support group for this rapidly expanding business division.

#### Interest Rate, Trading & Sales

The Interest Rate area is set to grow at a rapid pace especially with the advent of the Bank of England Gilt Repo market. As a consequence, new positions have arisen for commercial accountants to support the Interest Rate trading and sales business. This is one of the most intensive areas of the trading business, requiring close liaison with both London and Toronto trading desks.

#### Financial and Regulatory Reporting

A new team is now required to work in the statutory and regulatory reporting area of the London operation. This area has overall responsibility for the preparation of plc accounts and reporting to the external regulators. The team will work closely with the traders and business heads providing advice on capital allocation and risk capital numbers, assisting in new product appraisal and developments in the internal risk and liquidity reporting capability. There are two roles available. The more senior role will suit a qualified accountant with a minimum of 2-3 years experience of financial reporting in an investment bank and system development experience. The more junior role would suit a qualified accountant with a minimum of one years statutory accounts/Bank of England reporting experience.

#### Management Information

Working as part of a global team of finance professionals, a management accountant is required to develop and enhance all aspects of the regional management reporting requirements to complement the current global reporting. The accountant will also be responsible for the co-ordination of regional management accounts and budgets. The role will suit a self motivated, proactive qualified accountant with two years plus management reporting experience, preferably in financial services.

CIBC Wood Gundy is careful in its recruitment process to look for people who have excellent technical skills and the ability to fit in with the organisation. If you believe that you represent that fit and wish to join an organisation with a pedigree of success, coupled with development of the individual then, in the first instance, forward a copy of your CV to Sarah Hunt at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH (fax 0171 405 9649) or telephone her on 0171 269 2339.

## Financial Controllers

East & West Midlands to £45,000 + Car + Substantial Bonus + Bens

Our client is a prestigious global organisation manufacturing parts predominantly for the automotive industry. With a worldwide turnover exceeding \$500 million, the Group is looking to strengthen its UK operations by the appointment of two key individuals.

The UK Controller will be responsible for providing a coherent strategy across all of the UK manufacturing plants. Based in the West Midlands and reporting to the UK Managing Director, you will manage and co-ordinate the organisation's desire to drive through change, presenting a standardised approach to their operations. This is a hands-on role for an energetic individual with the skills to lead all of the UK Plant Controllers.

The Plant Controller will be responsible for assisting with the co-ordination and implementation of an extensive reorganisation programme to modernise the existing factory and systems.

Based in the East Midlands and reporting to the Plant Managing Director, you will continue to consolidate its worldwide branch results whilst contributing to the change process. The successful individual will have a strong character combined with excellent technical skills.

Prospective candidates should be qualified accountants from a manufacturing background with excellent interpersonal and communication skills. You will have experience of implementing systems and must be able to demonstrate previous exposure to significant change management.

Interested candidates should apply to writing, stating clearly which position you are applying for, enclosing a full curriculum vitae (including details of present remuneration) to Jim Davis ACA at Michael Page Finance, The Citadel, 190 Corporation Street, Birmingham B4 6QD.



Michael Page Finance

Specialists in Financial Recruitment  
London Bristol Birmingham Edinburgh Glasgow Leamington Spa  
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## Regional Finance Manager

North East

to £36,000 + Car + Bonus

Avery Dennison is a major US labelling multinational with a turnover in excess of \$3 billion for 1996, of which one third is generated in Europe. A world class business, they employ around 15,000 people worldwide and have achieved significant levels of growth over the past five years.

A key factor in this growth has been the Northern Region bulk manufacturing operations based in Cramlington, Newcastle. There they manufacture and distribute rolls of self adhesive materials throughout the United Kingdom, Ireland and Scandinavia and have a turnover of £80 million.

Following internal promotion overseas, they now seek to appoint a highly commercial, 'hands on' Finance Manager for the Northern Region.

Reporting directly to the General Manager on site, key responsibilities will include:

- Financial control for the Northern Region.
- Leading Credit management programmes.
- Implementing processes and streamlining systems.

- Working closely with the General Manager, providing strategic insight into the business.
- Developing new business initiatives in the Northern Region.

Candidates will be qualified accountants in their early 30s, of graduate calibre with exceptional interpersonal, presentation and leadership skills. You will also have a proven track record of achievement in ideally a blue-chip manufacturing business. You must also be capable of evolving and involving change and possess a real desire to succeed in what is a challenging and fast moving environment.

This assignment is being handled exclusively by Michael Page Finance.

If you feel you have the necessary skills and experience, please send a comprehensive CV, including current salary details to James Newman, Regional Manager, Michael Page Finance, Leigh House, 28-32 St Pauls Street, Leeds LS1 2PX, quoting ref 335560, or telephone him on 0113 246 9155.



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## Financial Director

Cheshire c £40,000 + Car + Bonus + Stock Options

Kawneer is a multi-national subsidiary of Alumar - a \$3 billion turnover US quoted group. With its UK headquarters in Cheshire, Kawneer is the market leader in the design, manufacture and supply of architectural aluminium systems. They have gained this market leadership through their reputation for quality, flexibility and innovation and have gained numerous quality awards and the Investor in People accreditation.

They are continuing to improve efficiency and are preparing for substantial growth over the next few years. They are looking for an experienced finance professional to help them continue their successful track record.

As Financial Director you will work in a dynamic, multi-functional team environment. You will be responsible for business planning, management reporting, commercial support to sales and marketing, the management and development of supplier relationships, cost control and development of manufacturing processes, continual

development of IT systems and management and development of the finance function.

The successful candidate will be a qualified accountant with at least five years post qualification experience. You will have a strong manufacturing background and preferably have had prior exposure to change management initiatives and commercial exposure to customers and/or suppliers.

Key attributes will be positive leadership, good IT skills, maturity, a strength of character and an ability to think laterally. You will be a strong team player and be customer orientated. It would be an advantage if the candidate had a second European language, as future opportunities may arise within the UK, Europe or indeed in the US.

Interested candidates should send their curriculum vitae and salary details to David Gunning ACA, Michael Page Finance, 81 Mosley Street, Manchester M2 3LQ, quoting ref 345384.



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## International Project Accountant

M4 corridor

Attractive Package + Relocation

Our client, a FTSE 100 company with a rapidly expanding international base, is a leading world player within its marketplace. Continued growth and success is built around the company's international business strategy to develop significant acquisition and joint venture opportunities. This role offers excellent prospects for international travel as you will be part of an international based project team.

You will need to demonstrate financial ability and will have a recognised accounting qualification. You will possess proven systems implementation skills, allied with the drive, motivation and ability to adapt to change. There will be considerable exposure to senior levels of management, therefore, candidates must have first class communication skills, coupled with an inquiring and diplomatic approach.

An ability to work unsupervised and on one's own initiative is essential as is the need to meet targets and deadlines in a highly pressurised environment.

International 'project based' experience would be a distinct advantage; however, the adaptability of the individual to such a multi cultural environment is more critical.

In return, the group will offer an excellent remuneration package, together with long term progression.

Interested candidates should apply to writing enclosing a curriculum vitae, covering letter and daytime telephone number to Kathryn Roberts, Michael Page Finance, 29 St Augustine's Parade, Bristol BS1 4UL, quoting reference JFDL.



Michael Page Finance

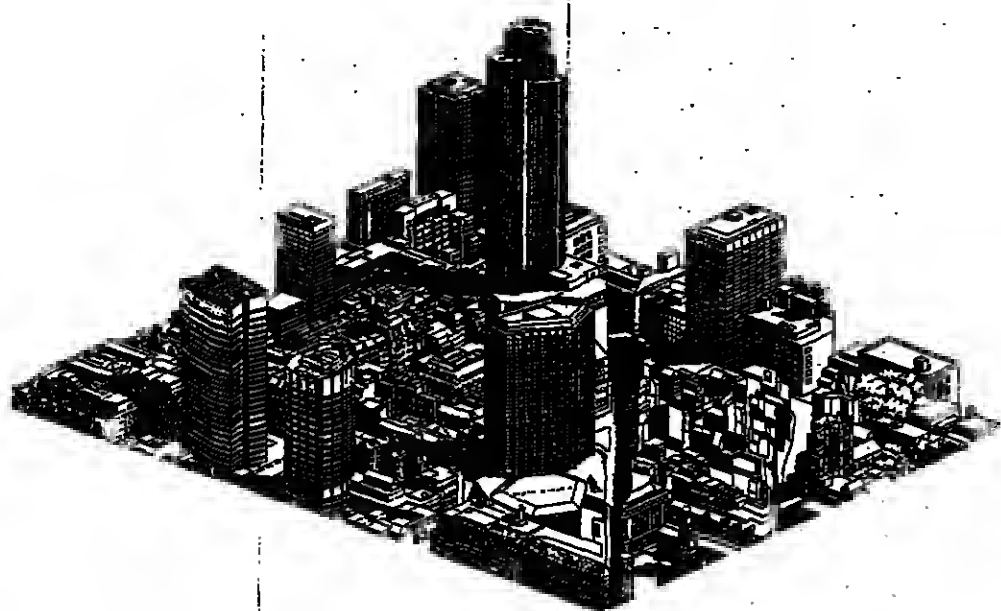
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# IT Appointments

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### Outstanding systems developers for investment banking

There comes a time when only the City can satisfy your ambitions. When the prospect of developing mission critical systems for global implementation is irresistible. When keeping the best company, working with the best teams and exploiting the best tools becomes your career goal. Our clients are looking for numerate graduates, aged under 30, with between 12 months' and 3 years' development experience. Previous banking or financial services experience is not essential. Our priority is to find people with a mix of any two of the skills opposite:

- to £60k  
+ bonus + benefits
- C++
  - Visual C++
  - MFC
  - OO
  - UNIX
  - Windows NT
  - RDBMS
  - HTML, Java, WWW

What's more, your prospects in these high-profile roles, within such performance-managed cultures, have never been better.

Opportunities exist in London and other major financial centres

Call Malcolm Miller or Clare Mitchell on 0171 253 7172 (office hours) or 0468 815868 (evenings and weekends). Alternatively send CV and career details, quoting ref: 1027, to them at JIM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AG. Fax: 0171 253 0420. EMail: jms@btinternet.com

JIM MANAGEMENT SERVICES

## Senior Project Manager

Investment Management Company

City based

Excellent package

- Technical involvement from feasibility to implementation of projects that focus on key requirements.
- Identify technology and technique opportunities to enhance business profitability.
- Develop system requirements for medium/long term aligned to unit business planning.
- Aptitude for strategic thinking and building relationships with staff at all levels in the business units.

Good degree essential; professional qualification desirable but not a prerequisite. At least 4 years in financial analysis gained in either another investment management company or software house specialising in Financial Services products. Intellectual capacity to operate successfully and work independently with a recognition of the value of teamwork. Understanding of the relevant business areas but also strong IT and analytical skills. Excellent interpersonal and communication skills producing clear and concise plans presented to senior management.

For a confidential discussion please contact Edward Hunter Blair on:  
Tel: 0171-236 2400, Fax: 0171-236 0316, or apply in writing to:  
Sheffield-Haworth Ltd, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

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### Business Analysis/ Project Management Professionals

EUROPE - NORTH AMERICA - ASIA

**SBC Warburg's commitment to innovation, progression and client focus has resulted in its dominant position within the European and International Global Capital Markets and Investment Banking arena.**

The success of SBC Warburg has been achieved by maintaining an impressive market share in the securities, derivatives and treasury markets. This level of excellence relies on recruiting the highest calibre of staff across all product ranges as well as investing in state-of-the-art technology.

The Operations Development Team is crucial in providing multi-product support to all key global business areas. The group's main responsibility is project management in relation to systems development, business process re-engineering and change management issues. The team works very closely with both the business areas and the IT group, utilising leading-edge technology to resolve operational issues.

In order to provide support to a major global cross-product re-engineering programme, they are now looking to recruit several key individuals predominantly in London, but also in New York, Hong Kong, Singapore and Tokyo.

SBC Warburg would be particularly interested in speaking to high-calibre candidates who possess proven project management techniques, a strong delivery focus, a structured and analytical approach to their work and problem-solving skills. Of particular importance is the ability to liaise with all levels of staff and demonstrate credibility with various Heads of Department.

Candidates of interest are either currently performing a similar role elsewhere, or have a management consultancy background, with experience in the Financial Services sector (ideally investment banking). Qualified ACAs with a strong systems bias would be strong contenders. Candidates are invited from overseas marketplaces, and those recruited in London will benefit from opportunities to participate in international secondments.

These positions represent an ideal opportunity for ambitious individuals who possess the above characteristics to move into a highly meritocratic team, recognised throughout the group as a springboard into senior management. Salaries and benefits will reflect our position as a major player in the City. Interested applicants should contact Neil Effe or Anne Tinsley at Michael Page City on 0171 269 2306. Alternatively, please send a full curriculum vitae to them at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 0171 405 9649. Please quote reference 288874.

## APPLY YOUR TREASURY EXPERTISE TO INTERNATIONAL SOFTWARE CONSULTANCY

London Based European Role

Competitive Salary & Benefits

Platinum Treasury Systems serves the global market for treasury, cash and risk management systems from offices in Chicago, Sydney and London. The company has built an impressive blue chip client base and is now particularly focused on growth in the European market. This has led to the need to recruit further high profile candidates to the role of Treasury Systems Implementation Consultant.

### The Products

Integra-T is an innovative and acclaimed range of software products. It is a scalable client-server based, multi-currency, multi-company software suite that provides complete back and front office functionality. It is a comprehensive means of monitoring and managing currency, interest rate, liquidity, credit and commodity risk.

### The Role

You will use your corporate treasury knowledge to help current and potential clients see the real benefits of our solutions. This will take the form of system demonstrations, workshops and proposals and working with clients on-site in the UK and continental Europe to help implement Integra-T treasury systems solutions.

### The Person

We seek impressive corporate Treasury experience, combined with a strong interest in IT, with hands-on experience of Windows 95 or NT, MS SQL Server and SQL report writing. In addition, you should possess well developed communication skills and have in-depth understanding of financial market instruments and practices.

For the seasoned professional who is attracted to the prospect of European travel, the position presents a high profile challenge with outstanding career prospects in a well established organisation which is committed to growth.



Please write to our advising consultant, Brian Kemp, Executive Network Consultants Ltd., Coveham House, Downside Ridge Road, Cobham, Surrey KT11 3EP. Tel: 01932 576600. Fax: 01932 868768. Email: enl@btinternet.com

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## INTERNATIONAL AUDIT

### Based Berkshire

The Ocean Group is a leading international provider of integrated logistics, industrial and environmental services, operating in some 112 countries with over 11,700 employees. Turnover for 1996 was in excess of £1 billion. Ocean's vision is to be a dynamic, successful, professionally managed and financially sound provider of services in markets throughout the world.

The expanding International Audit Team plays an integral part in the continuing process of business change and risk management. Reporting directly to the Head of International Audit, this is a challenging new appointment for an expert systems audit professional to carry out audits throughout the Group's international operations. Through close involvement with senior management throughout the Group, the successful applicant will be responsible for:

Please contact Linda Tomason (quoting ref: FT0100) Charlotte House 14 Windmill Street London W1P 2DY. Tel: 0171 209 1000 Fax: 0171 209 0001 e-mail lto@ocean.co.uk

### Reducing Business Risks

## INTERNATIONAL BUSINESS RISK CONSULTANTS

### Surrey

One of the very few truly global UK companies, the BOC Group is a £4 billion business with interests that span the diversity of sectors, from gases to vacuum technology, transportation and healthcare. Active in more than 60 countries, the BOC Group covers all principal geographies of the world including Europe, the Americas, the North and South Pacific, the Indian Sub Continent and Africa.

Continuing a track record of positive career promotions and in anticipation of further growth, three opportunities for outstanding business professionals have been created within the BOC Group Internal Audit Team.

Working in partnership with BOC management, your priority will be to recognise and reduce risk within the business. Members of this diverse global team will apply high level techniques to assess the adequacy and effectiveness of risk management processes, while at the same time identifying and ensuring positive business improvements. As the team adopts an account management approach, each manager will work with a business portfolio and be responsible for departmental administration.

Please contact Linda Tomason (quoting ref: FT0101) at FSS 14 Windmill Street London W1P 2DY. Tel: 0171 209 1000 Fax: 0171 209 0001 e-mail lto@fss.co.uk

THE BOC GROUP

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**United Utilities** North West

**Group Audit Manager**

United Utilities, formed in January 1996 from the merger of North West Water Group and NORWEB, has a turnover approaching £3 billion and is a top 100 FTSE company. Its vision is to be a world leader in both its existing and its rapidly developing new areas of business activity, setting the highest industry standards through a commitment to quality and service. This opening, for a top-flight individual, will be ideal for the ambitious professional seeking an entry point into senior corporate life with a market leader.

**THE ROLE**

- Report to the Group Finance Director, responsible for a highly talented team of 12 professional staff and for the auditing of activities throughout the Group.
- Plan and lead programmes which will monitor and evaluate internal control processes and support corporate initiatives. Provide risk assessment input to senior management across a broad range of issues.
- Act as part of the overall control environment within the Group and report to management and the Audit Committee on internal control systems.

**THE QUALIFICATIONS**

- Probably early/mid 30s, graduate, professionally trained, numerate, analytical and computer literate. Already experienced as a team leader.
- Almost certainly with a recognised professional firm, with responsibility for both audit work and client management. Approaching a career point when entry into a major company such as United Utilities would be appropriate and attractive.
- Stature and leadership to assume responsibilities involving Board level issues. Independently assertive but with sensitivity, uncompromising standards and with the clear potential for rapid career progression.

Leeds 0113 230 7774  
London 0171 298 3333  
Manchester 0161 499 1700

**Selector Europe**  
Spencer Stuart

Please reply with full details to:  
Selector Europe, Ref. FT128474,  
Aldington Court, Grosvenor Gardens East, Port,  
Royal Road, Manchester M2 2LG

**Pre-Float Biotech Business** Thames Valley

**Finance Director**

Rare opportunity to join one of the pioneering organisations which has taken the prominent position in this specialist area, created a corporate structure and is extremely well funded. Stretching and rewarding role to take the company to a flotation in the medium-term and thereafter help grow and develop the organisation both in the UK and overseas.

**THE ROLE**

- Work with the Chief Executive Officer to create shareholder value through organic growth, co-development agreements, strategic alliances and joint ventures.
- Board position responsible for all aspects of financial management, tax, treasury and investor relations. Enhance management reporting and systems, supported by an established team, to underpin potential exponential growth.
- Take a prominent role in the forthcoming flotation, leading discussions with advisors and potential investors.

**THE QUALIFICATIONS**

- Bright and ambitious graduate Accountant/ MBA, with a solid grounding in financial management plus a significant corporate development background, either as a principal or advisor. Previous IPO experience highly desirable.
- Mature and credible with open, superior communication skills. Adept at counselling and guiding senior peers on broad commercial issues.
- Lateral thinking analyst with an eye for detail, an appetite for hard work and a robust sense of humour.

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Spencer Stuart

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## OUTSTANDING ENTRY POINTS BLUE-CHIP HI-TECH ORGANISATION

SW LONDON BASED

TO £37,000 + CAR + BENEFITS

With revenues in excess of \$2.5 billion, our client has long been regarded as an innovative and pioneering force in its market place. The group has extensive operations throughout Europe and significant presence in North America and other countries world-wide. Recent strategic alignments will ensure the profitable growth of the organisation well into the new Millennium.

Working closely with senior financial and operational managers, the successful candidates will be expected to rapidly assume a high degree of autonomy and responsibility for high profile assignments aimed at improving efficiency, control and enhancing profit.

Viewed as a source of high calibre senior finance and operational

managers, this department has an excellent track record in training and preparing individuals for these roles. The current vacancies have arisen as a result of recent promotions from this highly visible team.

Candidate requirements are clear. You should be a qualified accountant with two years' post qualification experience gained in either industry or public practice. The ability to interact with executives at all levels and to influence change is essential. Candidates with experience of market led service organisations and project orientated working environments will be particularly suited to the role.

Successful candidates will be given the opportunity to travel extensively both within the UK and overseas. Fluency in English is essential and,

although not essential, competence in a second Northern European language would be an advantage.

These are exciting opportunities in a fast moving industry which is focused on the future. If you think you have what it takes to work hard and influence people, are prepared to invest some time in building your career and would like to join this small, high profile team, please contact Ben Williams on 0171 379 3333. Alternatively submit a comprehensive curriculum vitae to him at Robert Walters Associates, 10 Bedford Street, London WC2E 9HE, fax 0171 915 8714.

Email: ben.williams@robertwalters.com

ROBERT WALTERS ASSOCIATES

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND

### European Auditor - Based Cologne

#### An eye for detail is important in this job

As one of the world's best known companies we place a high level of importance on managing our finances. That's why we are now looking for a qualified Internal Auditor within our European corporate headquarters in Cologne.

You'll report to the Director of Internal Audit and will concentrate on developing our newly established global internal audit policies. In particular we want to emphasise the need for a proactive, business focussed discipline that concentrates on operational and financial issues.

We are looking for someone who can bring a new perspective to the whole process of auditing financial and management controls and systems in our business units across Europe, and recommend improvements in our internal procedures.

You will be a graduate and a qualified accountant with a minimum of five years experience in sophisticated audit practices, preferably in a multinational company and will have fluent written and spoken English.

To succeed in a high level position, you will need to have a strong commercial awareness and to feel at ease in our environment you will need to have a strong commercial awareness.

For further details, please send your CV and salary requirements to our advising consultant, Herr Paul Campbell at the address below. Tel: (0049) 89 854 0713. Fax: (0049) 89 854 0713. Or, for more information about Sony vacancies, visit our Internet site - <http://www.topjobs.co.uk/sony>

CAMPBELL &amp; PARTNERS GMBH, ROTTENBUCHER STRASSE 28, 82166 MUNCHEN-GRAF, GERMANY

**Multi-Site Service Plc** North West

**Finance Director**

Outstanding opportunity to join the largest and most profitable subsidiary of this successful and acquisitive fully listed Group with a market capitalisation in excess of £300 million. Work closely with the Managing Director to achieve ambitious plans to strengthen its market-leading brand and increase its size through.

**THE ROLE**

- Reporting to Managing Director, ensure the provision of high quality financial and management information through a 30+ team to add value to the decisions of the Board and the managers of over 100 outlets.
- Enhance systems to produce more streamlined business processes. Contribute positively to IT development. Forge excellent cross-functional relationships and build a strongly motivated team.
- Proactively deliver excellent strategic advice to enable the company to achieve its current and future objectives. Critically evaluate major commercial deals negotiated with suppliers and customers.

**THE QUALIFICATIONS**

- Qualified Accountant, probably a graduate. Technically excellent with experience of managing the finance function in an entrepreneurial, expanding organisation. Ideally exposure to retail, financial services, fmvc or business-to-business sectors.
- Knowledge of using sophisticated software across the entire supply chain in order to deliver a superior cost-effective service. Experience of inputting to broad strategic policy development.
- Excellent analytical and evaluation skills linked to innovative solution generation. Adept relationship builder and accomplished team player with the energy, drive and ambition to succeed in this exciting environment.

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Manchester 0161 499 1700

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Spencer Stuart

Please reply with full details to:  
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**FINANCIAL CONTROLLER**

DAKEDFORD ATTRACTIVE PACKAGE-BENEFITS

Our client is a well established sports and leisure company who currently produce over 700,000 items per annum with a turnover of around £12 million.

You will be fully qualified, report to the Managing Director, be responsible for the production of a monthly budget, and to ensure day to day transaction relating to products and services. You will be a computer literate professional.

Please forward your CV including current salary and benefits, in confidence to: Helen Collins at Broadwood Recruitment Limited, 211 High Street, London W1P 9PL. Telephone 0181 992 8649. Fax 0181 992 5608

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CSL Professional Placements are currently recruiting experienced finance individuals to work at the CSL International Accounting Centre in Reading, providing a full European accounting service to a subsidiary of the Unilever Group, turning over £400m in Europe.

**Spanish speaking Finance Manager**

Responsible for managing the Spanish team, your responsibilities will include:

- Preparation of Financial statements in accordance with Spanish statutory requirements
- Provision of monthly management results to right deadlines
- Reporting at Group level

A hands-on qualified accountant with strong management skills, you will have experience of working in Spain and the drive to successfully manage this vital part of the business. You will enjoy team work in a multicultural environment. Experience of French and/or Italian accounting would be an advantage. In return, we offer an excellent remuneration and benefits package, including pension scheme, private health and company car.

Please send your current CV and salary details to: Louise Baxell, CSL Professional Placements, Ashton House, Sibbury Boulevard, Central Milton Keynes, MK9 2HG. Alternatively you can fax us on 01908 678 941 or E-Mail us on Louise.Baxell@CSL-Touches.co.uk.

In the future we will be seeking qualified personnel fluent in the following languages French, Italian, Swedish, German and Dutch. So if you are looking to put your languages to use, please apply to the same address or visit our web site: <http://www.csl-professional-placements.co.uk>

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### FINANCE DIRECTOR

circa £55k + Bonus ++  
Central London

The company is a contract supplier of imported home fashion products serving certain of the UK's largest retail multiples. The company turns over £10m and has recently been the subject of an MBI. It now seeks a dynamic Finance Director to set up and run a new department with new systems. The business is very customer and cash focused and so must be the finance director: the ideal candidate will be CIMA or ACA qualified, with some knowledge of importing and retail supply. The ability to manage cash and provide strong financial discipline in this young and aggressive company is essential, with personality being equally important. The new Finance Director must be hands-on, upfront, results and profit orientated, and be able to 'bite' when necessary whilst nevertheless providing support. Please reply in confidence with full career details, to:

Peg Eva of Eva & Co at 1-11 Hay Hill, Berkeley Square, London W1X 7LF

**EVA & CO**

Search & Selection

### RUSSIAN SPEAKING ACCOUNTANT

urgently required for  
B & D INDUSTRIAL GROUP B.V.

A newly formed holding company internationally active in the mining, metallurgical and chemical industries:

#### The Role

Introduce, maintain and control accounting systems and procedures in a manufacturing environment. Prepare cost and accounting reports and prepare budgets.

#### The Qualifications

University degree/professional qualification. At least 5 years of experience in a similar function in a manufacturing environment. Must have international exposure and a good knowledge of international accounting standards. Fluent in Russian and English.

Please reply with full details as soon as possible to:

**Mr. R. MUKHERJEE**

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The image shows a document page with vertical lines and text, possibly a ledger or a form. The text is written in a script that appears to be from a South Asian language, likely Telugu. The page is aged and shows signs of wear, including discoloration and some damage to the paper. The text is arranged in columns, with some headings or titles at the top. The overall appearance is that of a historical or archival document.

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**FT MANAGED FUNDS SERVICE**

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Offshore Insurances and Other Funds

US Mutual International (Table of 1000)				Apex Bank & Trust Company				Credit Agricole Group/Proteger				Guarantee Fund of Funds Ltd				Indusnet Asset Management Asia Ltd				Lloyds Bank International (Table of 1000)				OCEAN Growth Fd				Shenandoah Investment Mgmt Ltd			
Symbol	Price	Change	Yield	Symbol	Price	Change	Yield	Symbol	Price	Change	Yield	Symbol	Price	Change	Yield	Symbol	Price	Change	Yield	Symbol	Price	Change	Yield	Symbol	Price	Change	Yield	Symbol	Price	Change	Yield
AMF	10.12	+0.01	4.5%	ABX	10.12	+0.01	4.5%	AGF	10.12	+0.01	4.5%	GGF	10.12	+0.01	4.5%	IND	10.12	+0.01	4.5%	LBI	10.12	+0.01	4.5%	OGF	10.12	+0.01	4.5%	SHI	10.12	+0.01	4.5%
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## LONDON STOCK EXCHANGE

## Footsie's advance restrained by sterling hit

## MARKET REPORT

By Steve Thompson,  
UK Stock Market Editor

Further evidence of the damage to corporate profits wrought by sterling's advance in recent months was one of the factors restraining UK stocks yesterday.

Currency hit results from ICI and Vickers, the engineering group. It sent tremors across all the big overseas earners, threatening to outweigh the impact of big gains for financial stocks.

The upshot was that the FTSE 100 index struggled to remain in positive territory after an early move back above the 4,400 level,

eventually settling a net 0.3 higher at 4,378.6.

The FTSE 250, heavily laden with the engineering stocks badly affected by the Vickers warning, fell 11.0 to 4,511.4. It was additionally burdened by a profit warning issued by Laura Ashley, the upmarket retailer. The SmallCap, on the other hand, managed a minor gain at 2,300.3, up 0.2 on the day.

The FTSE 100's latest rise extended its sequence of consecutive gains to eight straight sessions.

There was good news for the market's big integrated securities houses with the latest increase in turnover in shares.

Volume finished at 809.7m shares. It was boosted by another tranche of the LucasVarity share buy-back operation along with above-average action in Laura Ashley, Asda, National Grid and BT. Bank shares were also heavily traded.

Trading began on a subdued note with marketmakers chopping their opening levels in the wake of Wall Street's 21-point retreat and the weak performance of US Treasury bonds, which fell around half a point.

Opening losses were mostly reversed following the emergence of some further large-scale support for the banks, other financials and the insurance.

The banks, especially, were chased hard as the expected ratings of the sector, after the sparkling flotation performance of Alliance & Leicester, gathered momentum.

Dealers said the influence of the A & L float, coupled with encouraging statements from the recent Barclays and NatWest AGMs and Abbey National yesterday, had all contributed to the upsurge in the sector, as did a rethink of Bank of Scotland's preliminary results on Wednesday.

Although no news of the rumoured stakeholder in A & L was forthcoming, the feeling remained that big index tracking funds had yet to build weightings

in the bank. "When the catch-up gets underway the shares have only one way to go," said a marketmaker in the stock.

In the wider market, dealers said the latest opinion polls provided evidence that the previous day's pull - which suggested the Conservatives had made deep inroads into the Labour lead - was likely to have been no more than a "blip". The probable interest rate rises in the UK and the US would still present problems for both stock markets, traders insisted. Wall Street started in good heart yesterday, the Dow Jones Industrial Average posting an early 24-point gain, before slipping back after London closed.



Indices and ratios					
FTSE 100	4388.6	+0.3	FT 30	2268.1	-13.1
FTSE 250	4511.4	-11.0	FTSE Non-Fin	18.30	18.35
FTSE 350	2192.0	-0.7	FTSE 100/Fut Jun	4412.0	0.0
FTSE All-Share	2120.47	-0.66	10 yr Gilt yield	7.68	7.71
FTSE All-Share yield	3.61	3.61	Long gtr/equity yield ratio	2.11	2.11

Best performing sectors					
1 Banks/Retail	+2.5				
2 Other Financial	+0.4				
3 Building & Const	+0.4				
4 Life Assurance	+0.3				
5 Diversified Inds	+0.1				

## FUTURES AND OPTIONS

## FTSE 100 INDEX FUTURES (LFFE) 250 per full index point (AFT)

	Open	Sett	High	Low	Est. Vol	Open Int
Jun	4402.0	4412.0	4410	4422.0	10846	80185
Sep	4400.0	4400.0	4400	4400.0	4430.0	86
Dec	4402.0	4402.0	4402	4402.0	4473.0	220

## FTSE 250 INDEX FUTURES (LFFE) 210 per full index point

	Open	Sett	High	Low	Est. Vol	Open Int
Jun	4500.0	4500.0	4500	4500.0	30	4841

## FTSE 100 INDEX OPTION (LFFE) 100 per full index point

	Open	Sett	High	Low	Est. Vol	Open Int
Jun	4402.0	4412.0	4410	4422.0	10846	80185

## FTSE 250 INDEX OPTION (LFFE) 100 per full index point

	Open	Sett	High	Low	Est. Vol	Open Int
Jun	4500.0	4500.0	4500	4500.0	30	4841

## EURO STYLE FTSE 100 INDEX OPTION (LFFE) 100 per full index point

	Open	Sett	High	Low	Est. Vol	Open Int
Jun	4402.0	4412.0	4410	4422.0	10846	80185

## EURO STYLE FTSE 250 INDEX OPTION (LFFE) 100 per full index point

	Open	Sett	High	Low	Est. Vol	Open Int
Jun	4500.0	4500.0	4500	4500.0	30	4841

## Vickers warns on profits

By Joel Kibazo  
and Peter John

A surprise profits warning from engineering and defence group Vickers sent the company shares tumbling to a two-year low and cast a dark shadow over the rest of the engineering sector.

Speaking at the company's annual meeting, the chairman said profits for the first quarter of this year would be lower than at the same period a year earlier. Vickers blamed the strength of sterling. Sentiment was hit further by news that export orders were proving harder to obtain and profit margins tended to be thinning.

Shares in the group fell back on the statement, dragging other leading engineering issues lower in their wake. At the close of trading, Vickers was down 23% to 202 1/2p, its lowest level since May 1995. Turnover was a hefty 5.4m.

One analyst said: "This undermines sentiment in the sector as a whole and we shall now be watching all annual general meeting statements closely. It looks like we are in for a series of downgradings in the engineering sector."

But Mr Daniel Bevan at Credit Lyonnais Laing remains optimistic and yes-

terday upgraded his recommendation on Vickers from "hold" to "buy". He said: "At this level the shares are discounting all the major concerns and there is nothing in the price for full UK commissioning of the Challenger 2 (tank) which will be a catalyst for export orders."

The Vickers news over-riding other engineering issues. Talk of a bullish note due to be published next week failed to shield FT Group. The shares fell 24 to 522 1/2p, the worst performer in the FTSE 100.

Siebo, which published a positive sales statement on Wednesday ahead of final figures at the end of May, was back in the doldrums yesterday. The shares surrendered 20% to 834 1/2p. GKN gave up 21 to 915 1/2p, but the decline in Smiths Industries was more modest. The shares eased 7% to 763p.

A share buy-back in Anglo-US engineering group LucasVarity helped prevent a steep decline in the company shares in the wake of the Vickers statement.

The shares closed 1 1/2 lower at 151p after the company, which it had bought back another 1m ordinary shares as part of its programme to repurchase about 3 per cent of its own stock for cancellation.

The stock, representing around 0.07 per cent of the group's ordinary share capital, was bought from ABN Amro Hoare Govett, one of LucasVarity's joint brokers. It paid 122p a share.

The company has been seeing brokers this week and many remain cautious about

the near-term outlook for the group.

Banking stocks acted as the crutch to a fragile market with Barclays standing out on a mixture of catch-up, weighting pressure and rumour.

At the start of yesterday's session Barclays shares might have underperformed the banking sector by almost 10 per cent on a four-month view.

And with the flotation of the Alliance & Leicester proceeding far better than most predicted, the shares appeared even cheaper.

Also it has become apparent that institutional investors have struggled to get a full weighting in the building society stock and could find it even more difficult to get up to strength in the Halifax. The Halifax is seen as the quality demutualisation and will represent about

1.1 per cent of the Footsie.

Consequently there was active pressure on Barclays shares which led to a sharp rise and prompted a return of speculation that it may offload BZW, its underperforming investment arm.

Some dealers suggested Salomon Brothers might be interested in gaining a stronger foothold in London and be prepared to pay a price that would lift Barclays share price by at least 150p. Last year Barclays poured cold water on such stories.

Barclays jumped more than 50 at one stage and ended the day 49 higher at 11,077 1/2p - a rise of 4.6 per cent but still well below its mid February peak of 12,150p.

The crucifying effects of the strong pound were brought to the fore again as ICI released its first quarter figures.

## FT 30 INDEX

Total Issues	403	Total Rights	62	Total Contracts	53,7
Total Falls	820	Total Loss	44	Calls	32,8
Same	1299			Puts	21,1

Apr 24 \*Data based on Equity shares listed on the London Share Service.



### ABM - Cont.

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**TRACKER Network**   
**Then Fennell** 

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Atlantic USS. —  
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# IBM boost gives way to profit-taking

## AMERICAS

A surge in IBM's share price after the company reported strong results following the close on Wednesday, was the main force behind an early rise in the Dow Jones Industrial Average, writes Tracy Carrigan in New York.

However, after a string of strong earnings reports this week, the market fell prey to profit-taking.

By noon the Dow had given up most of its early 75

point advance to stand just 8.08 up at 6,821.15.

IBM ended the morning 10% higher at \$153.94, after the computer giant reported earnings per share of \$2.37 for the first three months of 1997, about 10 cents ahead of estimates, and painted a positive outlook for the rest of the year.

Other technology stocks, which had made strong gains on Wednesday, were mixed, but the technology-driven Nasdaq composite index gained 8.52 to 1,235.86. Dell was \$1 higher at \$80.70, and Oracle was \$1.75 up at \$39.

Among the morning's earnings reports, two more US airlines, Southwest Airlines and Delta Air Lines, beat analysts' expectations thanks to strong passenger volume, higher fares and robust cost controls.

Southwest gained 3% to

\$29.70, but Delta lost 2% to \$25.70, as share prices of the big airlines had already enjoyed a strong run up when the first positive reports came earlier this week.

Similarly, Procter & Gamble had already enjoyed a strong run, and so fell \$3 to \$123.75 in spite of beating estimates.

Paper stocks were boosted by a positive analysts' report on the price outlook, with Georgia Pacific up 1% at \$77.75, and International Paper up 1% at \$42.75.

Dow Chemical rose 1% to \$81.75 after substantially exceeding estimates. Insurance stocks also performed well after American International Group and the Hartford Group - recently spun off from ITT - beat expectations.

AIG gained \$1 to \$119, while the Hartford added \$1 to \$72.

By the end of the morning session, the broader Standard & Poor's 500 index was up 0.72 at 774.36.

TORONTO ended the morning session in negative territory after Wall Street gave up its early gains.

"There was some solid corporate news around but in the end the trend in New York held sway," said one broker. At the noon calculation, the 300 composite index was off 11.03 at 5,833.10.

Moore Corporation gained \$1 to C\$29.30 in good volume on improved earnings and there were even sharper gains at Canadian National Railways after the transport leader announced that earnings in 1997 were expected to show an improvement. CNR rose C\$2.55 to C\$62.25 and Canadian Pacific improved 20 cents to C\$33.20 in sympathy.

Northern Telecom added 25 cents to C\$98.75, taking its gain over three days to 7 per cent.

Toronto-Dominion Bank was off 85 cents at C\$38.50. In golds, Flacore Dome fell 35 cents to C\$22.15.

## EUROPE

The writing was on the wall for US stocks yesterday, following better than expected results from IBM. European bourses anticipated the early upturn and tech stocks reflected Wednesday's US upswing in this sector, although there was some subsidence by 17.00 European time when the Dow was some 50 points off its intra-day peak.

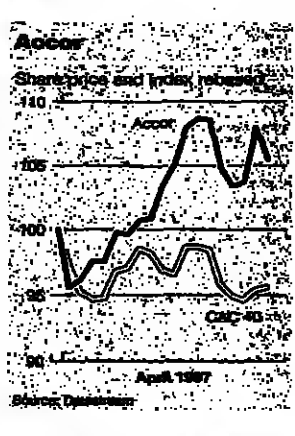
FRANKFURT majored on SAP, the software group which created excitement on Tuesday with a 54 per cent jump in profits and then subsided a little. The pre-closed DM12 to DM31.10, up 9 per cent this week.

The Dax index closed 26.62 higher at an 1815.10, after a 3.8% rise, also supported by lower than expected inflation data. Brokers noted a number of US orders for SAP. Investors also bought back Siemens, up DM2.45 to DM90.45 after a 3.2 per cent fall on Wednesday's flat profits.

Brokers' recommendations lifted Linde, the forklift leader, by DM39 to DM121.00 and SGL Carbon by DM6.50 to DM35.50 after a 3.5 per cent fall on Wednesday's flat profits.

Merrill Lynch initiated coverage in SGL as a buy.

PARIS swung back gently from a four-day slide of more than 100 points. Volume was below average at 9.4m shares



FTSE 100 index, April 22-25, 1997

as the CAC 40 index finished 6.19 better at 2,533.83. Accor stood out, slipping 2.6 per cent as investors reacted negatively to lower 1996 operating profits from the hotels leader. The shares, up more than 12 per cent in recent weeks, fell FFR23 to FFR60 on profit-taking.

Renault came off FFR3.90 to FFR131.10 as policies clashed with workers at the Belgian plant that Renault plans to close.

Among second liners, GAN jumped FFR3.20 to FFR188.30 on a fresh outburst of rumours suggesting that a takeover bid from AGF was imminent. AGF gained FFR1.30 to FFR184.9.

Eurotunnel, 50 centimes better at one stage, closed

all-square at FFR6.50 after news of a forecast restructuring deal and a forecast return to operating profits next year.

AMSTERDAM made further progress, helped another round of aggressive buying at Philips. The AEX index ended up 4.22 at 763.16. Philips rose F11.50 to F198.50 in 5.8m shares, traded for a two-day advance of more than 8 per cent in the wake of Wednesday's upbeat first quarter results and progress report.

Alko Nobel was also in demand, rising F18.70 to F1271.7 ahead of today's earnings statement. KLM, hit by a sharp profits setback at Maastricht, the airline's charter offshoot, tumbled F1.40 to F156.20.

Smaller techs stocks were a feature. Beas rose F14.30 to F1101.70 following strong results and an upgrade to outperform from Morgan Stanley.

ASM Lithography gained F14.50 to F144.50 after the company saw its share of the world wafer stepper market expanding to 30 per cent within three years.

MILAN could find little cause for celebration ahead of the three-day holiday weekend, and the Comit index fell 7.10 to 764.98. The market was depressed by the European Commission's forecast that Italy would miss budget deficit targets,

## FTSE ACTUARIES SHARE INDICES

Index	Apr 24	Apr 23	Apr 22	Apr 21	Apr 20
FTSE 100	2804.61	2804.71	2804.94	2805.00	2805.02
FTSE 100	2804.61	2804.71	2804.94	2805.00	2805.02
FTSE 100	2804.61	2804.71	2804.94	2805.00	2805.02

rose SFR14 to SFR1235 and Enis SFR30 to SFR6,080.

Swiss Re added SFR32 to SFR1,861, still profiting from recent brokers' recommendations and its plans to spin off its Alternative Risk Transfer activities.

MADRID paused for breath and the general index fell 2.23 to 502.19 after five successive all-time highs. A rise in banks kept the correction within bounds. Banco Popular adding another Pta1,300 or 4.4 per cent to Pta30,340 after a Goldman Sachs upgrade.

STOCKHOLM saw Ericsson elevated by the IBM effect, the B shares closing SKR3.50 better at SKR292.50 ahead of today's first quarter report. Boosted by this and by a pragmatic reaction to other quarters, the general index rose 30.34 to 2,689.09.

The other quarterlies included Scania, the truck-maker, with first quarter profits almost halved but the shares SKR3.50 higher at

SKR192; Stora, the forestry group, SKR4.50 better at SKR106.50 on a 54 per cent profit drop; and SSAB, the steelmaker, up SKR10 or 7.5 per cent to SKR142 on a 45 per cent drop in first quarter earnings per share.

HELSINKI's forestry analysts took the Stockholm line that Stora's results were better than expected, and domestic forestry stocks like UPM-Kymmene and Metsa-Serla reaped the benefit, rising by FMS to FMI20 and by FMI1.70 to FMI58.50 respectively as the Helsinki closed 32.78 higher at 2,884.41.

Nokia registered the IBM influence with a gain of FMA at FMI306 ahead of its own quarterly next week.

ISTANBUL tumbled 4.9 per cent as the market returned after a six and a half day holiday, with many investors convinced that the coalition government of the Islamist prime minister, Mr Necmettin Erbakan, was about to collapse.

The IMF's National 100 index, down 7.3 per cent early in the day, recovered some of the loss to close 75 lower at 1,457. Analysts noted that the fall was exacerbated by a shortage of liquidity.

Written and edited by William Cochrane, Michael Morgan and Jeffrey Brown

# Colombo pulls back after sharp month-long rally

## ASIA PACIFIC

Most markets traded quietly following Wall Street's neutral overnight performance. COLOMBO saw a second straight day of profit-taking after its sharp climb over the previous month and the all-share index slid 15.28 or 2 per cent to 780.32.

Analysts noted that the index had climbed almost 23 per cent since the start of the year, driven by improved investor sentiment and that the market was overdue for a correction.

Turnover was busy at Rs109m. Bogawantalawa Plantations fell Rs2 to Rs38 and Commercial Bank came off Rs10 to Rs200.

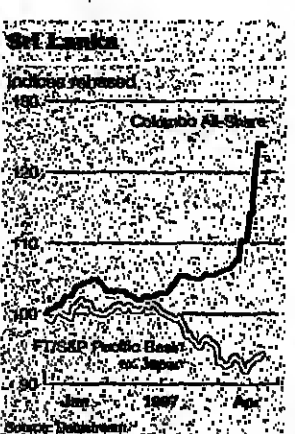
TOKYO edged down on mutual fund selling after strong early gains, although selected blue chips, led by carmakers, posted record advances, writes Gwen Robinson.

The Nikkei 225 average fell 37.40 to 18,698.07 after moving between 18,664.87 and 18,982.70. Traders said equities could be entering a brief consolidation phase following their recent gains.

Sentiment, cautious on the last trading day for April delivery, was dampened further by reports that the government would resume public selling of its remaining stake in NTT, the telecommunications giant.

Some carmakers reached record highs. Toyota peaked at Y8,570 in intra-day trading before closing Y90 higher at Y3,530. After the close, Toyota announced it plans to conduct a Y100m share buy-back, it had said earlier in the week that it would introduce a stock option system for managers.

Fuji Heavy Industries, the day's most active stock, climbed Y21 to Y630 in 12m shares; this week, the company announced an upward revision to its earnings forecast. Bridgestone added Y50



Nikkei 225 index, April 22-25, 1997

to Y2,600 after a year's high of Y2,650.

Blue chips were mixed. Among those posting record advances were Fuji Photo Film, up Y160 to Y4,740 after hitting Y4,550. Canon rose Y30 to Y2,590 after reaching Y2,590. Sony, however, fell Y70 to Y9,080. Among high-tech stocks, Advantest shed Y130 to Y6,650 and Tokyo Electron Y10 to Y4,780.

Nomura Securities was the only one of the big four brokers to resist selling pressure, after Moody's Investors Service yesterday placed Yamaichi's debt rating under review for possible downgrading. Yamaichi fell Y6 to Y364. Daiwa shed Y15 to Y867 and Nikko Y9 to Y706. Nomura, however, gained Y20 to Y1,410 on a continuing positive response to Tuesday's announcement of a sweeping management reshuffle.

The Topix index of all first-section stocks shed 1.70 to 1,419.03 and the capital-weighted Nikkei 300 was down 0.09 at 274.99. Volume eased from 550m shares to an estimated 453m. Declines led advances by 654 to 443 with 163 unchanged.

In Osaka, the OSE average added 44.21 to 19,882.18 and volume increased to 25.4m

shares. In London, the ISE/Nikkei 50 index gained 3.97 at 1,514.52.

DHAKA added to Wednesday's 5.2 per cent plunge with another fall of 3 per cent as small investors dumped shares after the central bank's warning earlier in the week about the parlous state of the banking sector. The DSE index fell 31.87 to 1,022.2.

On Tuesday, the central bank governor warned that the domestic banking sector was on the verge of collapse due to the huge accumulation of bad loans.

SINGAPORE featured Singapore Telecommunications which tumbled to an intra-day all-time low on

news that a rival mobile phone service had grabbed almost 10 per cent of the local market. The shares, however, finished 8 cents lower at S\$2.54 having recovered from S\$2.50.

The broad market was also weak in response to revisions of the key index component stocks and the Straits Times Industrial index finished 14.63 down at 2,020.17, up from a low of 2,000.44.

KUALA LUMPUR recouped some ground but still finished on Thursday with losses, as underlying bearishness after recent declines kept buyers at bay. The composite index finished 13.07 lower at 1,096.53.

but volume was very thin at 176m shares. Analysts noted that Malaysian stocks had been buffeted over the past month by concerns over stricter property and share purchase loans.

TAIPEI pushed higher for the fourth day running with the focus switching to financial stocks. Turnover stayed brisk at T\$145bn and the weighted index ended 52.29 or 0.6 per cent better at 8,629.23.

Financials, which had lagged behind in recent sessions, jumped 3 per cent as a sector, with the "Big Three" state-run banks surging in reaction to the government's privatisation programme. Chang Hwa Bank gained

T\$7.50 to T\$123 while both First Commercial and Hua Nan Bank rose by the daily 7 per cent limit to T\$124 and T\$118 respectively.

Electronics, up sharply on Wednesday, succumbed to profit-taking. Taiwan Semiconductor came off T\$2.50 to T\$96.

MANILA failed to sustain early gains, closing slightly lower as investors took profits. In weak turnover the composite index ended 7.23 lower at 2,906.33.

Empire East and Megaworld Properties, hit severely recently by rumours of default, continued to rally. Empire gained 1.05 pesos to 5.80 and Megaworld 0.90 pesos to 5.70.

## Sao Paulo advances

SAO PAULO traded higher in early trade after the planning minister expressed confidence that the sale of the mining conglomerate, CVRD, would go ahead on April 29 as planned in spite of legal challenges. At mid-session the Bovespa index was 60 higher at 9,694.

Analysts noted, however, that the advance was muted by the government's defeat in the Chamber of Deputies when it failed to muster enough votes to add an amendment to its civil

service reform bill. MEXICO CITY moved lower in quiet trading, depressed by dull corporate earnings and a weak start for the peso. At mid-session, the IPC index was off 36.55 at \$3,790.46.

Telmex eased 10 centavos to 16.58 pesos ahead of what dealers expected to be relatively strong results, but there was no lack of disappointment elsewhere. Televisa and Maseca shed 2 pesos to 87 pesos to 16 centavos to 7.70 pesos respectively.

## South Africa extends gains

Shares stayed on the upside in Johannesburg, underpinned by a strong rand, robust bonds and another solid day for industrial shares.

The all-share index closed up 10.6 at 3,425.4 in good two-way trading to extend its rally to five days.

Bond yields declined to their lowest level since the second week of March, with the afternoon session dominated by London-led buying.

The brighter mood was spread over on to the industrial pitches. South African Breweries was a dull spot, dipping R1 to R131.75.

Golds stayed lacklustre in the absence of an upturn for the bullion price which stuck to the \$340 level at the local fixings. The golds index finished little changed at 1,230.5, up 1.3.

## FT/S&P ACTUARIES WORLD INDICES

The FT/S&P Actuaries World Indices are owned by FTSE International Limited, Goldman, Sachs & Co. and Standard & Poor's. The indices are compiled by FTSE International and Standard & Poor's in conjunction with the Faculty of Actuaries and the Institute of Actuaries. NatWest Securities Ltd. was a co-founder of the indices.

REGIONAL AND NATIONAL MARKETS	US	Day's	WEDNESDAY APRIL 23 1997					Local	Green	US	TUESDAY APRIL 22 1997					DOLLAR INDEX				
Figure in parentheses show number of lines of stock	Dollar Index	Change %	Starting Index	Yen Index	DM Index	Currency Index	% chg on day	Div. Yield	Dollar Index	Starting Index	Yen Index	DM Index	Currency Index	52 week High	52 week Low	ago (approx)				
Australia (70)	224.14	1.0	204.70	178.58	195.24	191.86	1.1	3.98	221.97	201.04	177.08	197.47	189.70	225.77	188.44	208.01				
Austria (24)	183.32	0.7	187.42	146.14	183.20	183.14	0.8	1.58	181.98	184.52	145.15	181.88	181.25	185.04	174.70	187.49				
Belgium (29)	238.58	0.5	218.50	150.80	213.59	208.78	0.6	5.42	228.55	216.42	150.80	212.57	208.05	241.54	205.58	207.73				
Canada (114)	241.12	1.4	220.21	182.22	214.86	217.14	1.4	1.16	227.78	215.37	188.66	215.55	485.15	247.23	155.36	156.91				
Denmark (25)	188.38	0.5	170.22	148.58	165.98	166.18	0.8	2.07	185.52	188.03	147.88	185.04	187.58	203.91	184.12	181.58				
France (20)	230.81	0.5	238.52	207.63	231.21	230.13	0.8	1.58	238.57	225.03	206.26	231.26	218.28	235.96	227.28	208.54				
Germany (69)	250.92	1.4	229.05	188.55	223.29	217.38	1.1	1.89	247.33	224.01	187.28	220.03	238.55	248.58	182.69	182.21				
Italy (21)	211.00	0.6	192.70	168.21	191.24	191.24	0.8	2.67	206.81	180.02	167.23	186.65	190.03	225.25	186.94	185.72				
Japan (180)	200.12	1.4	182.78	159.53	178.10	178.10	1.4	1.58	197.48	178.84	157.50	175.66	178.55	207.65	164.47	171.37				
Netherlands (19)	180.00	0.9	181.32	165.11	187.74	192.74	0.8	3.30	181.04	171.28	165.11	180.57	181.04	181.04	164.49	167.54				
Norway (16)	232.86	1.2	212.66	185.63	207.30	212.66	1.2	1.58	230.06	206.38	185.22	204.68	241.43							
Sweden (27)	231.00	-0.4	202.38	183.94	204.78	201.36	0.1	3.18	202.37	201.03	205.12	206.68	301.13	343.36	270.08	274.48				
Switzerland (18)	277.78	0.3	281.10	268.98	275.19	275.19	1.1	2.15	277.78	268.98	275.19	275.19	111.41	268.32	73.29	82.36				
Taiwan (148)	116.53	1.2	108.10	92.10	102.85	92.10	1.1	0.86	114.10	108.40	81.07	101.57	184.58	184.58	184.58	184.58				
Thailand (107)	547.75	-0.6	500.24	438.56	487.83	487.83	-0.8	1.21	500.80	498.95	438.43	490.10	530.00	600.85	512.47	576.42				
UK (27)	1279.27	0.2	1258.84	1099.23	1227.89	1187.14	0.8	1.18	1278.44	1248.68	1097.93	1224.52	1184.07	1448.68	1107.35	1282.01				
USA (250)	351.54	1.1	321.05	280.24	312.56	308.05	1.2	2.28	347.82	315.02	277.44	309.43	308.48	357.18	270.89	288.47				
New Zealand (14)	85.28	0.1	77.84	67.95	75.68	75.68	0.5	4.38	85.19	77.13	67.95	75.78	65.13	95.80	75.94	81.68				
Norway (41)	201.14	0.4	278.05	240.08	288.09	287.82	-0.2	2.12	300.00	271.71	239.30	288.89	288.81	321.23	243.72	248.51				
Philippines (22)	177.20	2.1	181.83	141.28	167.78	222.83	2.0	0.77	173.52	157.25	138.48	164.46	228.15							
Singapore (43)	270.90	-0.3	246.89	202.85	238.21	232.89	-0.3	1.12	281.15	245.51	204.03	238.05	282.54	448.01	371.28	433.92				
South Africa (44)	358.04	0.1	326.98	285.43	318.75	347.92	0.1	2.42	357.54	323.91	285.27	318.18	347.58	378.47	301.49	378.47				
Spain (26)	227.49	1.5	207.78	181.36	205.52	248.90	1.3	2.83	224.21	200.07	178.84	198.46	245.84	228.19	171.91	177.94				
Sweden (45)	217.14	0.4	208.54	171.58	207.58	217.50	-0.1	2.21	218.57	207.58	171.58	207.58	218.57	218.57	207.58	207.58				
Switzerland (28)	264.92	0.2	241.95	211.16	232.85	240.01	0.8	1.39	264.48	239.52	210.92	235.27	264.48	264.48	232.85	232.85				
Thailand (43)	81.61	-0.5	74.59	65.08	72.85	82.54	-0.5	3.78	81.99	74.25	65.08	72.85	82.54	82.54	65.08	65.08				
United Kingdom (211)	233.37	0.1	228.80	208.50	232.27	238.80	0.3	3.78	228.82	206.51	208.51	231.85	228.80	228.85	208.52	208.52				
USA (250)	313.22	-0.1	288.16	249.70	278.56	313.22	-0.1	1.38	313.42	283.67	250.20	278.03	313.42	313.41	254.79	266.80				
Europe (224)	288.69	0.0	261.83	228.55	255.23	241.48	0.0	1.92	285.74	258.70	228.72	255.09	241.55	303.45	233.09	242.94				
Europe (224)	245.51	0.5	224.21	195.71	218.58	228.05	0.6	2.76	244.29	221.26	194.86	213.47	221.77	248.87	204.71	210.85				
Europe (224)	208.51	0.5	195.71	165.78	195.78	208.51	0.6	2.76	208.51	195.71	165.78	195.78	208.51	208.51	165.78	165.78				
Europe (224)	134.52	1.0	122.85	107.23	118.75	106.82	1.0	1.37	123.15	122.81	106.82	118.75	104.40	127.01	127.13	104.40				
Europe-Pacific (1919)	180.78	0.7	165.11	144.12	160.59	151.79	0.7	2.15	178.49	162.57	143.12	159.68	152.44	191.21	175.35	138.82				
Europe-Pacific (1919)	165.78	0.7	151.79	134.52	165.78	165.78	0.7	2.15	165.78	151.79	134.52	165.78	165.78	165.78	134.52	134.52				
Europe-Eur. ECU (616)	216.80	0.7	200.14	175.22	195.88	206.49	0.8	2.17	218.19	197.59	174.07	192.68	204.81	224.70	185.85	182.17				
Europe-Eur. ECU (616)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
Europe-Pacific (1919)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	216.80	0.7	200.14	175.22	195.88	206.49	0.8	2.17	218.19	197.59	174.07	192.68	204.81	224.70	185.85	182.17				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.22	198.03	204.68	204.68	174.22	174.22				
World ECU (707)	204.68	0.5	198.03	174.22	198.03	204.68	0.5	2.67	203.03	198.03	174.2									



**NASDAQ NATIONAL MARKET**

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Company	Mid Price	Change Volume	High	Low	Company	Mid Price	Change Volume	High	Low	
AutoCard	US\$1.5	0	8.25	7.5	Expat Telecom	US\$0.675	-0.025	260	12.25	8.75
Amtrak Systems	US\$11.375	13800	11	9.5	Imagogenics	US\$11.875		41630	12.75	9.75
Chemcor	FFr6	0	19	19	Market Interest	US\$6.625		1000	12.75	8.5

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